



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title	Human Resources Management								
Course Code	ISL216	Course Level			First Cycle (Bachelor's Degree)				
ECTS Credit	5	Workload	123 (Hours)	Theory	3	Practice	0	Laboratory	0
Objectives of the Course	The aim of this course is to develop the managerial knowledge and skills of the students in the field of human resources management displaying the significance of human resources for efficiency in organizational settings.								
Course Content	Strategic Human Resource Management, HRM and Environmental Factors, Business Analysis and Business Design, Human Resource Planning, Employee Acquisition, Selection and Recruitment, Training and Development, Career Management and Planning, Performance Evaluation, Compensation Management, Payroll Systems, union management relations, Employee Health and Safety.								
Work Placement	N/A								
Planned Learning Activities and Teaching Methods	Explanation (Presentation), Case Study								
Name of Lecturer(s)	Res. Assist. Ümit KACIR								

### Prerequisites & Co-requisites

Equivalent Course	ISL308
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### Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	60

### Recommended or Required Reading

1	Dursun Bingöl (2010), İnsan Kaynakları Yönetimi, 7. Baskı, Beta
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### Week Weekly Detailed Course Contents & Teaching Methods

Week	Weekly Detailed Course Contents & Teaching Methods
1	Theoretical General concepts, definition, purpose, importance, functions of Human Resources Management
2	Theoretical Strategic Human Resources Management
3	Theoretical business analysis
4	Theoretical human resources planning
5	Theoretical Searching and finding employees; Tips for preparing an effective resume
6	Theoretical Employee selection; Tips for an effective job interview
7	Theoretical Training and development
8	Theoretical Career management
9	Theoretical Performance management
10	Theoretical Compensation and reward management
11	Theoretical Occupational health and safety
12	Theoretical Human resources management in legal-ethics-social responsibility contexts
13	Theoretical Industrial relations and unions
14	Theoretical Industry 4.0 and the future of human resources management

### Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	14	1	3	56
Midterm Examination	1	30	1	31
Final Examination	1	35	1	36
Total Workload (Hours)				123
[Total Workload (Hours) / 25*] = ECTS				5

\*25 hour workload is accepted as 1 ECTS

### Learning Outcomes

1	Explains the basic functions of human resource management.
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2	Prepares job analyses, job descriptions, and task definitions.
3	Plans personnel recruitment and placement processes
4	Explains performance evaluation methods.
5	Defines training, career development, and compensation processes.
6	Evaluates current HR practices.

#### Programme Outcomes (Economics)

1	Understands the fundamental concepts and theories of economics and analyzes economic events within microeconomic and macroeconomic frameworks.
2	Comprehends the historical development of economic theories and applies them to current economic issues.
3	Follows, analyzes, and evaluates international, national, regional and sectoral economic developments within the scope of economic policies.
4	Understands the connections between economics and related disciplines such as law, business, accounting, finance, and sociology for economic analysis.
5	Designs economic research, collects data using qualitative and quantitative methods, conducts analysis, and interprets results.
6	Tests economic theories using econometric methods and derives scientific and policy recommendations.
7	Uses basic computer programs and statistical software to process, visualize, and interpret economic data.
8	Communicates economic concepts and research findings clearly and effectively, both in writing and verbally, to experts and the general public.
9	Has basic level proficiency in English as a foreign language to follow developments in the field .
10	Works independently, takes initiative, and assumes responsibility in team settings.
11	Adopts a lifelong learning approach and continuously develops critical, analytical, and innovative thinking skills.
12	Conducts economic analyses on sustainable development, income equality, and social welfare while adhering to ethical values and demonstrating social responsibility.

#### Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L1	L2	L3	L4	L5	L6
P1	3	3	2	3	3	3
P2	2	2	2	2	2	2
P3	2	2	2	2	2	3
P4	4	4	3	4	4	4
P5	2	2	2	2	2	3
P6	1	1	1	1	1	1
P7	1	2	1	1	1	2
P8	2	2	2	3	2	3
P9	1	1	1	1	1	1
P10	3	3	4	4	4	4
P11	3	3	3	4	4	4
P12	3	2	2	3	3	3

