

Vocational School of Social Sciences / Human Resource Management

2024 - 2025 Academic Year

HUMAN RESOURCES MANAGEMENT

Syllabus

Course Description					
Name	Code	Semester	T+A Hour	Credit	ECTS
HUMAN RESOURCES MANAGEMENT	İK1277290	Spring Semester	3+0	3	5
Prerequisites Courses					
Recommended Elective Courses					
Language of Instruction	Turkish				
Course Level	Short Cycle (Associate's Degree)				
Course Type	Required				
Course Coordinator	Lect. Ceyda SARI				
Name of Lecturer(s)	Lect. Ceyda SARI				
Assistant(s)					
Aim	The aim of this course is to examine the main functions of HRM from an international and comparative perspective. The strategic role of HRM within the organization will be analyzed. The underlying theme is the need for effective management of people within the working environment. Students will be expected to be able to identify the key areas of HRM, the problems faced by HR managers and the functions required of this department in organizations, to be aware of conflicting theories that explain current practices and to understand how to manage the human assets of the company efficiently.				
Course Content	This course contains; General information and history about Human Resources Management, Human Resources Management Principles and Objectives, Organization, Employee Finding and Selection, Business Analysis and Job Design, Staff Education and Development, Performance Assessment, HR and Discipline Applications, Work Life Basic Parametres / its relation establishment, Work Life Basic Parametres / its relation with respect to time, Work Life Basic Parametres / its termination and Consequences, Wage Systems and Job Evaluation, Career Management, Strategic Human Resources Management, Digitalization in Human Resources Management.				
Course Learning Outcomes			Teaching Methods	Assessment Methods	
1. Will be able to evaluate the functioning of human resources management practices in businesses.			10, 16, 9	A	
1.1. Interprets human resources processes in businesses.					
1.2. Questions the functioning of human resources processes.					
1.3. Determines the added value created by human resources processes.					
2. Will be able to solve complex and unpredictable problems encountered in practice.			10, 16, 9	A	
2.1. Evaluates crises that may arise in industrial relations.					
2.2. It predicts crises that may arise between employee and employer.					
2.3. Compares similar problems encountered in similar business structures.					
3. Will be able to use theoretical and practical knowledge in human resources management and other social sciences.			10, 16, 9	A	
3.1. Acquires the ability to synthesize social, academic and professional information.					
3.2. It develops the ability to work together with different disciplines.					
3.3. With the knowledge and skills he has acquired, he has an investigative and questioning nature.					
4. Will be able to plan ways to increase effectiveness and efficiency with the contribution of human resources management.			10, 16, 9	A	
4.1. They identify the "Best Practices" in the market and adapt them to the business.					
4.2. Develops appropriate management practices for the business.					
4.3. Designs process maps to maximize efficiency.					
5. Will be able to regulate employee-employer relations.			10, 16, 9	A	
5.1. It questions the organization's behavior towards business and social ethical values.					
5.2. Develops employee training program.					
5.3. Defines issues related to compensation and benefits systems.					
6. Will be able to discuss the strategic planning of human resources to achieve organizational goals and objectives.			10, 16, 9	A	
6.1. Manages human resources policies in accordance with the strategic plans of the business.					
6.2. Implements activities related to performance management.					
6.3. Designs career and succession plans.					
Teaching Methods	10: Discussion Method, 16: Question - Answer Technique, 9: Lecture Method				
Assessment Methods	A: Traditional Written Exam				
Lecture Schedule					
Sequence	Topics	Preliminary Preparation			
1	General information and history about Human Resources Management				
2	Human Resources Management Principles and Objectives, Organization				
3	Employee Finding and Selection				
4	Business Analysis and Job Design				
5	Staff Education and Development				
6	Performance Assessment				
7	HR and Discipline Applications				
8	Work Life Basic Parametres / its relation establishment				
9	Work Life Basic Parametres / its relation with respect to time				
10	Work Life Basic Parametres / its termination and Consequences				
11	Wage Systems and Job Evaluation				
12	Career Management				
13	Strategic Human Resources Management				
14	Digitalization in Human Resources Management				
Evaluation Methods			Weight(%)		

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Midterm Exam	40
General Exam	60

Resources
Presentations will be uploaded to Mebis