

**COURSE RECORD**

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Code              | <b>BA 412</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Name              | <b>Human Resource Management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Hour per week     | 3 (3 + 0)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Credit            | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| ECTS              | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Level/Year        | Undergraduate/3-4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Type              | Elective                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Prerequisites     | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Description       | The course develops a critical understanding of the role and functions of the various human resource activities in an organization, providing students with a comprehensive review of key HRM concepts, techniques, and issues. This course also intends to teach the students job analysis and design, recruitment and selection, evaluation, performance management, occupational health and safety, and the strategic contribution of HRM to organizational performance, and to evaluate HRM effectiveness.                                                                                                                                                                                                                                                   |
| Objectives        | <p>Analyzing the evolving strategic role of HRM—including the impact of technology, global competition, and globalization—on organizational effectiveness.</p> <p>Evaluating ethical, legal, environmental, social, political, and technological responsibilities in HRM in order to advance CSR and ensure compliance with staffing regulations, and diversity &amp; inclusion.</p> <p>Designing evidence-based talent systems—job analysis, strategic/HR planning, recruitment &amp; selection, training &amp; development, and performance appraisal—aligned with business strategy.</p> <p>Managing total rewards, employee well-being, safety &amp; health, and employee-labor relations to enhance equity, engagement, and organizational performance.</p> |
| Learning Outcomes | <p><i>By the end of the course, the student will be able to</i></p> <p>LO1. Explain the strategic role of HRM.</p> <p>LO2. Analyze ethical and legal frameworks in HR.</p> <p>LO3. Design recruitment and selection processes.</p> <p>LO4. Apply performance management and development techniques.</p> <p>LO5. Explain global HR practices.</p> <p>LO6. Apply concepts, tools &amp; techniques to real-world HRM challenges.</p>                                                                                                                                                                                                                                                                                                                                |

**CONTRIBUTION TO PROGRAMME OUTCOMES\***

|     | P01 | P02 | P03 | P04 | P05 | P06 | P07 | P08 | P09 | P010 |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| L01 | 5   | 4   | 2   | 2   | 1   | 1   | 1   | 1   | 1   | 1    |
| L02 | 2   | 3   | 3   | 3   | 1   | 2   | 5   | 1   | 5   | 3    |
| L03 | 1   | 1   | 1   | 3   | 1   | 3   | 3   | 2   | 3   | 3    |
| L04 | 1   | 4   | 3   | 3   | 1   | 3   | 3   | 2   | 3   | 3    |
| L05 | 2   | 1   | 3   | 2   | 2   | 3   | 4   | 2   | 4   | 5    |
| L06 | 2   | 4   | 4   | 3   | 2   | 4   | 5   | 3   | 4   | 4    |

\* Contribution Level: 0: None, 1: Very Low, 2: Low, 3: Medium, 4: High, 5: Very High

**CONTRIBUTION TO INSTITUTIONAL LEARNING OUTCOMES\***

|     | ILO1 | ILO2 | ILO3 | ILO4 | ILO5 | ILO6 | ILO7 |
|-----|------|------|------|------|------|------|------|
| L01 | 5    | 1    | 1    | 1    | 2    | 1    | 1    |
| L02 | 2    | 2    | 4    | 4    | 3    | 2    | 5    |
| L03 | 1    | 2    | 3    | 3    | 3    | 3    | 3    |
| L04 | 1    | 2    | 3    | 3    | 3    | 3    | 3    |
| L05 | 2    | 2    | 4    | 4    | 2    | 3    | 4    |
| L06 | 2    | 3    | 4    | 4    | 3    | 4    | 4    |

\* Contribution Level: 0: None, 1: Very Low, 2: Low, 3: Medium, 4: High, 5: Very High

**COURSE CONTENT DETAILS**

| Topics                                                                                                                          | Outcomes |
|---------------------------------------------------------------------------------------------------------------------------------|----------|
| Strategic role of HR                                                                                                            | L01, L06 |
| Business ethics, CSR, Sustainability, Workforce Diversity                                                                       | L02, L06 |
| HR Planning, Job Analysis, Recruitment, and Selection                                                                           | L03, L06 |
| Performance Management and Appraisal, Training and Development                                                                  | L04, L06 |
| Financial Compensation, Labor Unions, Collective Bargaining, Internal Employee Relations, Employee Safety, Health, and Wellness | L02, L06 |
| Global HRM                                                                                                                      | L05, L06 |

**DERS BİLGİLERİ**

|                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Kodu           | BA 412                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| İsmi           | İnsan Kaynakları Yönetimi                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Haftalık Saati | 3 (3 + 0)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Kredi          | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| AKTS           | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Seviye/Yıl     | Lisans/3-4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Dersin Dili    | İngilizce                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Tip            | Seçmeli                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Ön Şart        | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| İçerik         | Bu ders, öğrencilere temel İK kavramları, teknikleri ve sorunları hakkında kapsamlı bir inceleme sunarak bir organizasyondaki çeşitli insan kaynakları faaliyetlerinin rolü ve işlevleri hakkında eleştirel bir anlayış geliştirir. Bu ders aynı zamanda öğrencilere iş analizi ve tasarımı, işe alım ve seçme, değerlendirme, performans yönetimi, iş sağlığı ve güvenliği ile İKY'nin organizasyonel performansa stratejik katkısını öğretmeyi ve İKY etkinliğini değerlendirmeyi amaçlamaktadır. |