

COURSE RECORD

Code	BA 412
Name	Human Resource Management
Hour per week	3 (3+0)
Credit	3
ECTS	5
Level/Year	Undergraduate / 3-4
Semester	Spring
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 evaluating HRM effectiveness.
Objectives	Endow students with concepts, tools and techniques related to human resources management Improve the critical thinking and assessment skills of students in terms of HRM processes Working with contemporary case studies, students not only engage in collaborative and individual work processes but use communication and discourse characteristic of the HRM context and environment.
Learning Outcomes	<i>By the end of the course, the student will be able to</i> LO1. Demonstrate an understanding of the key dimensions of human resources management LO2. Differentiate human resource planning and forecasting techniques LO3. Investigate and interpret the key procedures in recruitment and selection LO4. Describe and analyze training and development LO5. Explain HRM processes inside an organization LO6. Implement concepts, tools & techniques to real world HRM challenges

CONTRIBUTION TO PROGRAMME OUTCOMES*

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
L01	5	1	1	1	5	5	3	3	5	0
L02	5	1	1	1	5	5	3	3	5	0
L03	5	1	1	1	5	5	3	3	5	0
L04	5	1	1	1	5	5	3	3	5	0
L05	3	1	1	1	5	5	3	3	5	0
L06	5	1	1	1	5	5	3	3	5	0

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

COURSE CONTENT DETAILS

Topics	Outcomes
1- Introduction to Human Resource Management and HRM Strategy	L01, L05
2- Job Analysis and the Talent Management Process	L01, L02
3- Personnel Planning, Recruiting and Interviewing Candidates	L01, L02
4- Employee Testing and Selection	L01, L03
5- Training and Developing Employees	L01, L04
6- Performance Management and Appraisal	L01, L06
7- Managing Careers and Retention	L01, L06
8- Establishing Strategic Pay Plans	L01, L03

DERS BİLGİLERİ

Kodu	BA 412
İsmi	İnsan Kaynakları Yönetimi
Haftalık Saati	3 (3+ 0)
Kredi	3
AKTS	5
Seviye/Yıl	Lisans/3-4
Dönem	Bahar
Dersin Dili	İngilizce
Tip	Seçmeli
Ön Şart	
İçerik	Bu ders bir kuruluştaki çeşitli insan kaynakları faaliyetlerinin rolü ve işlevleri hakkında eleştirel bir anlayış geliştirerek, öğrencilere temel İKY kavramları, teknikleri ve sorunlarının kapsamlı bir incelemesini sağlar. Bu ders ayrıca öğrencilere iş analizi ve tasarımı, işe alım ve seçim, değerlendirme, performans yönetimi, iş sağlığı ve güvenliği ve İKY'nin örgütsel performansa stratejik katkısını ve İKY etkinliğini değerlendirmeyi öğretmeyi amaçlamaktadır.