

STRATEGIC HUMAN RESOURCE MANAGEMENT

1	Course Title:	STRATEGIC HUMAN RESOURCE MANAGEMENT	
2	Course Code:	YBS5122	
3	Type of Course:	Optional	
4	Level of Course:	Second Cycle	
5	Year of Study:	1	
6	Semester:	2	
7	ECTS Credits Allocated:	3.00	
8	Theoretical (hour/week):	2.00	
9	Practice (hour/week):	0.00	
10	Laboratory (hour/week):	0	
11	Prerequisites:	None	
12	Language:	Turkish	
13	Mode of Delivery:	Face to face	
14	Course Coordinator:	Doç. Dr. ZERRİN FIRAT	
15	Course Lecturers:	Doç. Dr. Zerrin FIRAT	
16	Contact information of the Course Coordinator:	Doç. Dr. Zerrin FIRAT İnegöl İşletme Fakültesi İşletme Bölümü 224 294 26 95 firatzy@uludag.edu.tr	
17	Website:		
18	Objective of the Course:	Basic information about human resources management and planning. Theoretical and applicable information about HR management-dependent systems and operation of human resources department are taught.	
19	Contribution of the Course to Professional Development:	Gains the competence to manage and control the process by perceiving the management processes in businesses.	
20	Learning Outcomes:		
		1	Able to understand Human Resources Management systems
		2	To offer happiness factors for the workers while getting maximum efficiency from human resources in the company
		3	Able to solve problems that may come out of HR management
		4	Able to understand the content and extent of human resources management
		5	Able to explain main concepts that clarify the subjects in human resources management
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21	Course Content:		
		Course Content:	
Week	Theoretical	Practice	

1	Definition of HR, purposes, policies and philosophy of HR Management			
2	Organization of HR Management in the company			
3	HR Planning and Planning Methods			
4	Job Analysis and Job Definition			
5	Personnel finding and selecting technics			
6	Training Management, Principles in Training and organization			
7	Training Needs Analysis and Planning Assessment and evaluation in training implementation			
8	Repitition			
9	Performance Evaluation and Processes			
10	Valuation Methods and Control of the Results			
11	Definition and Purposes of Job Evaluation			
12	Job Evaluation Methods			
13	Wage Management Occupational Health and Safety			
14	Strategic human resource management			
Activites		Number	Duration (hour)	Total Work Load (hour)
Theoretical		14	2.00	28.00
Practicals/Labs		0	0.00	0.00
Self study and preperation		14	2.00	28.00
Homeworks		0	0.00	0.00
Projects		0	0.00	0.00
Field Studies		0	0.00	0.00
Midterm exams		0	20.00	0.00
Others		0	0.00	0.00
Final Exams		0	30.00	30.00
Total Work Load				86.00
Total Workload/ 30 hr		1	100.00	2.87
ECTS Credit of the Course				3.00
Contribution of Term (Year) Learning Activities to Success Grade		0.00		
Contribution of Final Exam to Success Grade		100.00		
Total		100.00		
Measurement and Evaluation Techniques Used in the Course		Relative evaluation system (RES)		
24	ECTS / WORK LOAD TABLE			

25	CONTRIBUTION OF LEARNING OUTCOMES TO PROGRAMME QUALIFICATIONS															
	PQ1	PQ2	PQ3	PQ4	PQ5	PQ6	PQ7	PQ8	PQ9	PQ10	PQ11	PQ12	PQ13	PQ14	PQ15	PQ16
ÖK1	2	4	5	4	3	5	3	2	0	0	4	4	0	0	0	0
ÖK2	1	4	5	4	3	5	2	2	0	0	4	4	0	0	0	0
ÖK3	1	4	5	4	3	5	2	2	0	0	4	4	0	0	0	0
ÖK4	1	4	5	4	3	5	2	2	0	0	4	4	0	0	0	0
ÖK5	1	4	5	4	3	5	2	2	0	0	4	4	0	0	0	0
LO: Learning Objectives PQ: Program Qualifications																
Contribution Level:	1 very low		2 low			3 Medium			4 High			5 Very High				