

HUMAN RESOURCES MANAGEMENT

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| 1 | Course Title: | HUMAN RESOURCES MANAGEMENT | |
| 2 | Course Code: | ISL3104 | |
| 3 | Type of Course: | Optional | |
| 4 | Level of Course: | First Cycle | |
| 5 | Year of Study: | 3 | |
| 6 | Semester: | 6 | |
| 7 | ECTS Credits Allocated: | 5.00 | |
| 8 | Theoretical (hour/week): | 3.00 | |
| 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: | Prof. Dr. YÜCEL SAYILAR | |
| 15 | Course Lecturers: | Prof.Dr. Yücel Sayılar Prof.Dr. Kurtuluş Kaymaz | |
| 16 | Contact information of the Course Coordinator: | Prof. Dr. Yücel Sayılar ysayilar@uludag.edu.tr | |
| 17 | Website: | | |
| 18 | Objective of the Course: | Providing an introduction about the objectives of human resource management and the processes, methods to ensure effective use of human resources. | |
| 19 | Contribution of the Course to Professional Development: | to give technical and practical knowledge to business organization professionals regarding to HRM process and practices. | |
| 20 | Learning Outcomes: | | |
| | | 1 | Learning the importance of human resource management practices within the framework of business structure. |
| | | 2 | Understanding the relationships between human resource management practices and business strategy. |
| | | 3 | Explaining the basic objectives of human resource management |
| | | 4 | Understanding the relationships between human resources management processes / practices. |
| | | 5 | Learning the methods of human resource planning and business analysis. |
| | | 6 | Learning about industrial relations and occupational safety. |
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| 21 | Course Content: | | |
| | | Course Content: | |
| Week | Theoretical | Practice | |
| 1 | Definition and Scope of Human Resource Management | | |

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| 2 | Organization of the Human Resources Department | | | |
| 3 | Basic Principles of Human Resource Management | | | |
| 4 | Human Resource Management Planning (1): Factors Affecting the Human Resource Planning, Human Resource Planning Analysis Methods | | | |
| 5 | Human Resource Management Planning (2): Types of Personnel, Human Resource Planning Implementation and Evaluation of Results | | | |
| 6 | Job Analysis and Job Descriptions | | | |
| 7 | Recruitment and Selecting Employee | | | |
| 8 | Training Management (1): Aims of Training, Training Needs Analysis, Training Planning | | | |
| 9 | Training Management (2): Implementation of Training, Training Measurement and Evaluation | | | |
| 10 | Career Development | | | |
| 11 | Performance Appraisal: Definition, Process and Methods | | | |
| Activites | | Number | Duration (hour) | Total Work Load (hour) |
| 14 | Theoretical Industrial Relations, Occupational Health and | 14 | 3.00 | 42.00 |
| Practicals/Labs | | 0 | 0.00 | 0.00 |
| 22 | Self study and preparation Textbooks, References and/or Other | 1 | 38.00 | 38.00 |
| Homeworks | | 0 | 0.00 | 0.00 |
| 28 | Projects | 0 | 0.00 | 0.00 |
| Field Studies | | 0 | 0.00 | 0.00 |
| TERM LEARNING ACTIVITIES | | NUMBER | WEIGHT | |
| Midterm exams | | 1 | 20.00 | 20.00 |
| Others | | 1 | 20.00 | 20.00 |
| 30 | Final Exams | 0 | 30.00 | 30.00 |
| Total Work Load | | | | 150.00 |
| Total Workload/ 30 hr | | 1 | 60.00 | 5.00 |
| ECTS Credit of the Course | | | | 5.00 |
| Contribution of Term (Year) Learning Activities to Success Grade | | 40.00 | | |
| Contribution of Final Exam to Success Grade | | 60.00 | | |
| Total | | 100.00 | | |
| Measurement and Evaluation Techniques Used in the Course | | 1 midterm and 1 final exam are scheduled. | | |
| 24 | ECTS / WORK LOAD TABLE | | | |

| 25 | CONTRIBUTION OF LEARNING OUTCOMES TO PROGRAMME QUALIFICATIONS | | | | | | | | | | | | | | | |
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| | PQ1 | PQ2 | PQ3 | PQ4 | PQ5 | PQ6 | PQ7 | PQ8 | PQ9 | PQ10 | PQ11 | PQ12 | PQ13 | PQ14 | PQ15 | PQ16 |
| ÖK1 | 1 | 4 | 2 | 1 | 1 | 1 | 3 | 2 | 5 | 5 | 3 | 1 | 0 | 0 | 0 | 0 |
| ÖK2 | 1 | 4 | 4 | 1 | 1 | 1 | 4 | 3 | 5 | 5 | 2 | 1 | 0 | 0 | 0 | 0 |
| ÖK3 | 1 | 4 | 1 | 1 | 1 | 1 | 3 | 2 | 5 | 5 | 3 | 1 | 0 | 0 | 0 | 0 |
| ÖK4 | 1 | 3 | 1 | 1 | 1 | 1 | 4 | 4 | 5 | 5 | 2 | 1 | 0 | 0 | 0 | 0 |
| ÖK5 | 1 | 5 | 1 | 1 | 1 | 1 | 4 | 1 | 4 | 4 | 1 | 1 | 0 | 0 | 0 | 0 |
| ÖK6 | 1 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 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 | | | |