HUMAN RESOURCE MANAGEMENT

1	Course Title:	HUMAN RESOURCE MANAGEMENT
2	Course Code:	IIS3103
3	Type of Course:	Optional
4	Level of Course:	First Cycle
5	Year of Study:	3
6	Semester:	5
7	ECTS Credits Allocated:	4.00
8	Theoretical (hour/week):	3.00
9	Practice (hour/week):	0.00
10	Laboratory (hour/week):	0
11	Prerequisites:	No
12	Language:	Turkish
13	Mode of Delivery:	Face to face
14	Course Coordinator:	Doç. Dr. ZERRİN FIRAT
15	Course Lecturers:	Yrd. Doç. Dr. Zerrin FIRAT
16	Contact information of the Course Coordinator:	Yrd. Doç. Dr. Zerrin FIRAT İnegöl işletme 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:	
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 resources management	
22	Textbooks, References and/or Other Materials:	-Zeyyat Sabuncuoğlu; İnsan Kaynakları Yönetimi, Furkan Ofset BURSA. Baskı 2009. -Cavide Uyangil, Zeki Adal; İnsan Kaynakları Yönetimi, İ.Ü. İşletme Fakültesi, -H. John Bernardin; Human Recourse Management, , fourt edition, McGraw-Hill, 2006
23	Assesment	

TERM LEARNING ACTIVITIES	NUMBER	WEIGHT
Midterm Exam	1	40.00
Quiz	0	0.00
Home work-project	0	0.00
Final Exam	1	60.00
Total	2	100.00
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		

24	**ECTS / WORK LOAD TABLE**	

Activites	Number	Duration (hour)	Total Work Load (hour)
Theoretical	14	3.00	42.00
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	1	20.00	20.00
Others	0	0.00	0.00
Final Exams	1	30.00	30.00
Total Work Load			120.00
Total work load/ 30 hr			4.00
ECTS Credit of the Course			4.00

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