Course Syllabus

Code - Course Title	**İŞL323 - Human Resources Management**
Course Type	VIII. SEMESTER
Laboratory + Practice	3+0
ECTS	**5.0**
Language of Instruction	Türkçe
Course Type	Required Courses
Course Instructor(s)	PROF. DR. DENİZ KAĞNICIOĞLU

Mode of Delivery	The mode of delivery of this course is Face to face
Place of Delivery	On Campus
Used Educational Platforms	Face-to-face
Prerequisites	There is no prerequisite or co-requisite for this course.
Courses Recomended	There is no recommended optional programme component for this course.
Recommended Resources	Dessler, G. (2020). Human Resource Management (16th ed.). Pearson. (17. Küresel edisyonu 2023/2024)Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2023). Human Resource Management: Gaining a Competitive Advantage (13th ed.). McGraw-Hill Education.Armstrong, M., & Taylor, S. (2023). Armstrong's Handbook of Human Resource Management Practice (16th ed.). Kogan Page.Torrington, D., Hall, L., Taylor, S., & Atkinson, C. (2020). Human Resource Management (11th ed.). Pearson.Boxall, P., & Purcell, J. (2022). Strategy and Human Resource Management (5th ed.). Bloomsbury Academic.Cascio, W. F., Boudreau, J. W., & Fink, A. A. (2019). Investing in People: Financial Impact of Human Resource Initiatives (3rd ed.). SHRM / FT Press.Torrington, D., Hall, L., Taylor, S., & Atkinson, C. Human Resource Management. Pearson FT Press. (Özellikle Avrupa ve Birleşik Krallık İK pratiklerini, yasal ve kurumsal dinamikleri yansıtması açısından dengeli bir kaynak.)
Work Placement	N/A
Aims of the Course	The aim of this course is to convey the fundamental functions, strategic importance, and theoretical approaches of human resource management to students. By addressing core processes such as job analysis, workforce planning, recruitment and selection, training and development, performance appraisal, and compensation management within the framework of current management practices and ethical principles, the course aims to develop students' strategic decision-making skills.

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Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 1	**LO-2**	The concept of HRM, the basic areas of activity, organizational structure	
Week - 2	**LO-2**	Job analysis	
Week - 3	**LO-2**	Human resource planning	
Week - 4	**LO-3**	Human resorce finding process	

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Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 5	LO-3	Human resource selecting process	
Week - 6	LO-4	Orientation	
Week - 7	LO-4	Orientation	
Week - 8	LO-4	Orientation	
Week - 9	LO-4	Training and Development	
Week - 10	LO-5	Performance appraisal	
Week - 11	LO-6	Career management	
Week - 12	LO-5	Compensation management	
Week - 13	LO-8	Human resources information systems	
Week - 14	LO-10	Human resource management in multinational companies	
Week - 15		Final Exam	

Learning Outcomes

#	Learning Outcome
1	explain human resource planning.
2	explain finding and choosing process of human resource.
3	explain human resource training.
4	explain performance appraisal.
5	The student will be able to explain career management.
6	The student will be able to explain the human resources information system.
7	They will be able to explain human resources management in multi-school enterprises.
8	explain HRM in multinational companies define multinational companies

Sustainable Development Goals

✓ Decent Work and Economic Growth ✓ Reducing Inequalities

Course Theme

✓ Economics, Finance and Management ✓ Law, Ethics and Regulations ✓ Innovation Skills

AKTS Workload

Activity	Duration (Hour)	Count	Workload
Teorik Derse Katılım	3.00	14	42
Sınıf Dışı Çalışma (Ön Hazırlık & Pekiştirme Amaçlı)	5.00	5	25
Ödevler	6.00	6	36
Proje - Rapor - Sunum Hazırlama	6.00	2	12
Ara Sınav Hazırlığı (sınav süresi dahil)	5.00	1	5
Final Sınavı Hazırlığı (sınav süresi dahil)	8.00	1	8
Uygulama (Laboratuvar, Müzik/Enstrüman Uygulaması, Atölye/Saha Çalışması vb.)	0.00	0	0
Staj Uygulaması	0.00	0	0
		Calculated ECTS	**5.0**

Assessment Method and Passing Requirements

✓ Open-Ended Test ✓ Multiple Choice Test ✓ Homework ✓ Presentation