Course Syllabus

Code - Course Title	**EİK501 - Strategic Human Resources Management**
Course Type	II. SEMESTER
Laboratory + Practice	3+0
ECTS	**6.0**
Language of Instruction	Türkçe
Course Type	Elective Courses
Course Instructor(s)	DOÇ. DR. BAHAR SUVACI

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	Armstrong, M., (Çeviri: Y. D. Gürol ve E. Gemici). Armstrong'un Stratejik İKY El Kitabı.Bayraktaroğlu, S. ve Atay, E. Stratejik İnsan Kaynakları Yönetimi: Kavramsal, Stratejik ve Kültürel Temeller.
Work Placement	N/A
Aims of the Course	The primary objective of this course is to provide students with knowledge regarding human resources management activities within organizations and how these activities can be transformed into operations that secure a competitive advantage, thereby placing the organization a step ahead of its competitors.

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Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 1		Strategy and organizational strategy	
Week - 2		Concept, effect and importance of human resources management	
Week - 3		Concept, effect and importance of strategic human resources management	
Week - 4		Similar and different aspects of HRM and SHRM	
Week - 5		Underlying reasons for strategic human resources management in organizations	
Week - 6		Defining the vision and mission of the organization	
Week - 7		Performing environmental analysis and defining strategies	
Week - 8		Identifying human resources strategies in line with organizational strategy	
Week - 9		Strategic objectives of human resources recruitment	
Week - 10		Career planning in line with strategic objectives	

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Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 11		Performance management in line with strategic objectives	
Week - 12		HRM policies and implications for retaining qualified human resources I	
Week - 13		HRM policies and implications for retaining qualified human resources II	
Week - 14		HRM policies and implications for retaining qualified human resources II	

Learning Outcomes

#	Learning Outcome
1	Discuss on strategy, organizational strategy, human resources management, and strategic human resources management concepts.
2	Understand the underlying reasons for strategic human resources management in organizations
3	Appreciate the strategic management process
4	Conduct career planning in line with strategic objectives

Sustainable Development Goals

✓ Decent Work and Economic Growth

Course Theme

✓ Economics, Finance and Management

AKTS Workload

Activity	Duration (Hour)	Count	Workload
Teorik Derse Katılım	3.00	36	108
Sınıf Dışı Çalışma (Ön Hazırlık & Pekiştirme Amaçlı)	0.00	0	0
Ödevler	20.00	1	20
Proje - Rapor - Sunum Hazırlama	0.00	0	0
Ara Sınav Hazırlığı (sınav süresi dahil)	10.00	1	10
Final Sınavı Hazırlığı (sınav süresi dahil)	18.00	1	18
Uygulama (Laboratuvar, Müzik/Enstrüman Uygulaması, Atölye/Saha Çalışması vb.)	0.00	0	0
Staj Uygulaması	0.00	0	0
		Calculated ECTS	**6.0**

Assessment Method and Passing Requirements

✓ Open-Ended Test ✓ Multiple Choice Test ✓ Homework