Course Syllabus

Code - Course Title	**EİK525 - Human Resource Management in Multinational Companies**
Course Type	I. SEMESTER
Laboratory + Practice	3+0
ECTS	**6.0**
Language of Instruction	Türkçe
Course Type	Elective Courses
Course Instructor(s)	PROF. DR. DENİZ KAĞNICIOĞLU

Mode of Delivery	This course is conducted via face-to-face instruction.
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	Dowling, P. J., Festing, M., & Engle, A. D. (2023). International Human Resource Management (8th ed.). Cengage Learning. Harzing, A. W., & Pinnington, A. H. (Eds.). (2022). International Human Resource Management (5th ed.). SAGE Publications. Briscoe, D. R., Schuler, R. S., & Tarique, I. (2020). International Human Resource Management: Policies and Practices for Multinational Enterprises (6th ed.). Routledge. Reiche, B. S., Tenzer, H., & Harzing, A. W. (Eds.). (2019). International Human Resource Management (5th ed.). SAGE Publications.
Work Placement	N/A
Aims of the Course	The aim of this course is to provide students with the theoretical foundations, strategic dimensions, and intercultural dynamics of human resource management in multinational enterprises. By addressing global talent acquisition, international assignments and expatriate management, intercultural differences, global performance and compensation systems, and adaptation processes to corporate and legal environments from a comparative perspective, the course aims to equip students with the skills to make decisions and develop strategies on a global scale.

Course Syllabus

Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 1	**LO-1**	Globalization and emergence of multinational companies	Lecture
Week - 2	**LO-2**	Concept of multinational company and features of multinational companies	Lecture
Week - 3	**LO-2**	Politic and culturel environment of multinational companies	Lecture, Case Study
Week - 4	**LO-2**	Global organization strategies of multinational companies	Lecture
Week - 5	**LO-3**	General features of human resources management in multinational companies	Lecture
Week - 6	**LO-4**	Provision of human resources in multinational companies	Lecture, Case Study

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Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 7	LO-4	Training in multinational companies	Lecture, Team/Group Work, Case Study
Week - 8	LO-4	Career development in multinational companies	Lecture, Case Study
Week - 9	LO-4	Compansation management in multinational companies	Lecture
Week - 10	LO-4	Performance management in multinational companies	Lecture, Case Study
Week - 11	LO-4	Industrial relations in multinational companies	Lecture, Case Study
Week - 12	LO-3	Multinational companies in Turkey	Lecture
Week - 13		FINAL EXAMINATION	

Learning Outcomes

#	Learning Outcome
1	explain the concept of multinational company
2	analyze environmental features of multinational companies
3	explain general features of human resource in multinational companies
4	analyze HRM functions in multinational companies
5	Explain the industrial relations concept.

Sustainable Development Goals

✓ Gender Equality ✓ Decent Work and Economic Growth ✓ Reducing Inequalities ✓ Peace, Justice and Strong Institutions

Course Theme

✓ Economics, Finance and Management ✓ Society, Law and Communication ✓ Innovation Skills

AKTS Workload

Activity	Duration (Hour)	Count	Workload
Teorik Derse Katılım	3.00	13	39
Sınıf Dışı Çalışma (Ön Hazırlık & Pekiştirme Amaçlı)	4.00	8	32
Ödevler	4.00	8	32
Proje - Rapor - Sunum Hazırlama	5.00	6	30
Ara Sınav Hazırlığı (sınav süresi dahil)	5.00	1	5
Final Sınavı Hazırlığı (sınav süresi dahil)	6.00	1	6

AKTS Workload

Activity	Duration (Hour)	Count	Workload
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 ✓ Homework ✓ Presentation