Course Syllabus

Code - Course Title	**EİK516 - Performance and Career Management**
Course Type	II. 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	Face to face
Place of Delivery	On Campus
Used Educational Platforms	Face-to-face
Prerequisites	none
Courses Recomended	Human Resources Management
Recommended Resources	Aguinis, H. (2023). Performance Management (5th ed.). Chicago Business Press. Greenhaus, J. H., Callanan, G. A., & Godshalk, V. M. (2019). Career Management for Life (5th ed.). Routledge. Armstrong, M. (2021). Armstrong's Handbook of Performance Management: An Evidence-Based Guide to Performance Improvement (7th ed.). Sullivan, S. E., & Baruch, Y. (2009 / Yeniden Basım). "Advances in Career Theory and Research: A Critical Review and Agenda for Future Exploration." Journal of Management.
Work Placement	N/A
Aims of the Course	The objective of this course is to provide students with the theoretical foundations, strategic significance, and practical applications of performance evaluation and career development systems within contemporary organizations. By examining key processes such as goal setting, feedback mechanisms, talent management, and employee development from an integrated perspective, the course aims to equip students with analytical and managerial decision-making skills.

Course Syllabus

Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 1	**LO-1**	The role performance management in human resource management	Lecture
Week - 2	**LO-3**	Establishing of performance management system	Lecture
Week - 3	**LO-3**	Implementing of performance management system	Lecture
Week - 4	**LO-3**	Developing of performance management system	Lecture, Problem Solving
Week - 5	**LO-3**	Performance and human resource management information system	Lecture, Document/Text/Data Analysis
Week - 6	**LO-3**	Problems of performance management system	Lecture
Week - 7	**LO-2**	The role of career management in human resource management	Lecture

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Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 8	LO-2	Establishing of career management system	Lecture
Week - 9	LO-3	Implementing of career management system	Lecture, Problem Solving
Week - 10	LO-2	Developing of career management system	Lecture
Week - 11	LO-2	Individual career planning	Lecture
Week - 12	LO-2	Organizational career planning	Lecture, Research and Inquiry
Week - 13	LO-2	Career development	Lecture
Week - 14	LO-3	Problems of career management system	Lecture, Problem Solving

Learning Outcomes

#	Learning Outcome
1	Will be able to explain the importance and place of performance management in human resource management
2	Will be able to review the aims, dimensions and phases of career management.
3	Will be able to engage basic subjects and problems of performance and career management.

Sustainable Development Goals

✓ Gender Equality ✓ Decent Work and Economic Growth ✓ Reducing Inequalities

Course Theme

✓ Law, Ethics and Regulations ✓ Society, Law and Communication

AKTS Workload

Activity	Duration (Hour)	Count	Workload
Teorik Derse Katılım	14.00	7	98
Sınıf Dışı Çalışma (Ön Hazırlık & Pekiştirme Amaçlı)	4.00	4	16
Ödevler	2.00	3	6
Proje - Rapor - Sunum Hazırlama	1.00	3	3
Ara Sınav Hazırlığı (sınav süresi dahil)	3.00	4	12
Final Sınavı Hazırlığı (sınav süresi dahil)	3.00	4	12
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