Content

Course Code	Course Name	Semester	Theory	Practice	Lab	Credit	ECTS
EM 531	Human Resources Management	3	4	0	0	3	8

Prerequisites	
Admission Requirements	

Language of Instruction	Turkish
Course Type	Compulsory
Course Level	Masters Degree
Objective	The relationship of human with the business process is as old as humanity. However, in modern sense, the process began at the 18th century and augmented the efficiency of labor remarkably. The foundation blocks of today's human resources management are placed from those years according to the industrial revolution. In the 19th century, then, by the fast growth of the world economy and changing business doing style bring about the birth of personnel management. In the personnel management topic terms of references are predicated, the outline is bordered by labor law and employee affairs. At the beginning of 20th century, the efficiency of employee and the working conditions were associated, thus the change in the human resource management has began. In parallel with the velocity of change in the world, the value given and investment to human increased corporate life, thus in accordance with enterprise and business strategies the requirements of qualifications are identified. And by the definition of managing long-term learning actively strategic human resources management came on the scene. The goals of the course to provide participants with a foundation to: • Definition and scope of human resources management, and historical development, • Process of recruitment and selection, • Process of learning and development, • Process of performance and career management, • Remuneration, reward and approval policies, • Human resources management concept for changing labor force profile.
Content	The aim, strategies, and processes of human resources Human resource planning and organizational management Recruitment and selection Learning and development Performance management Career planning Remuneration Job evaluation techniques Reward, employee engagement and motivation Supply, service, and administrative affairs functions New horizons in human resources management
References	Armstrong, Michael, A handbook of Human Resource Management Practice, 10th ed., Kogan Page Limited, 2006. Fındıkçı, İlhami, İnsan Kaynakları Yönetimi, Alfa Yayınları, 2009.

Theory Topics

Week	Weekly Contents
1	The aim, strategies, and processes of human resources
2	Human resource planning and organizational management
3	Recruitment and selection
4	Learning and development
5	Performance management
6	Career planning, Presentation
7	Remuneration, Presentation
8	Job evaluation techniques, Presentation

Week	Weekly Contents
9	Reward, employee engagement and motivation, Presentation
10	Supply, service, and administrative affairs functions
11	New horizons in human resources management, Presentation