

Content

Course Code	Course Name	Semester	Theory	Practice	Lab	Credit	ECTS
G523	Strategic Human Resources Management	2	3	0	0	3	7

Prerequisites	
Admission Requirements	

Language of Instruction	Turkish
Course Type	Elective
Course Level	Masters Degree
Objective	The main objective of this course is to familiarize participants with theory and empirical research in the fields of human resource management and strategic management and to discuss the application/contribution of strategic management to the better management of human resources.
Content	Week 1. Introduction to Strategic Human Resources Management Week 2. New trends and issues in Strategic Human Resources Management Week 3. Objectives of HRM functions and HRM strategies Week 4. Operational and strategic HRM practices Week 5. Human Resources Planning and competency management Week 6. Job analysis and job descriptions Week 7. Employee selection and recruitment strategies Week 8. Partial exam Week 9. Employee training and development strategies Week 10. Job evaluation and classification Week 11. Compensation strategies Week 12. Performance evaluation and management Week 13. Strategies for career management Week 14. Problems, case analysis and review for final exam
References	• Armstrong, M., Strategic Human Resources Management: A Guide to Action, Kogan Page Publ. • Anthony, W.P., P.L. Perrewé & K.M. Kacmar; Strategic Human Resource Management, The Dryden Press • Uyargil, C. ve diğerleri, İnsan Kaynakları Yönetimi, 5. baskı, Beta Yayınları, İstanbul, 2010.

Theory Topics

Week	Weekly Contents
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