

## Content

| Course Code | Course Name                         | Semester | Theory | Practice | Lab | Credit | ECTS |
|-------------|-------------------------------------|----------|--------|----------|-----|--------|------|
| G574        | Strategic Human Resource Management | 2        | 3      | 0        | 0   | 3      | 6    |

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| Prerequisites          |  |
| Admission Requirements |  |

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| 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<br>Week 2. New trends and issues in Strategic Human Resources Management<br>Week 3. Objectives of HRM functions and HRM strategies<br>Week 4. Operational and strategic HRM practices<br>Week 5. Human Resources Planning and competency management<br>Week 6. Job analysis and job descriptions<br>Week 7. Employee selection and recruitment strategies<br>Week 8. Partial exam<br>Week 9. Employee training and development strategies<br>Week 10. Job evaluation and classification<br>Week 11. Compensation strategies<br>Week 12. Performance evaluation and management<br>Week 13. Strategies for career management<br>Week 14. Problems, case analysis and review for final exam |
| References              | <ul style="list-style-type: none"><li>• Armstrong, M., Strategic Human Resources Management: A Guide to Action, Kogan Page Publ.</li><li>• Anthony, W.P., P.L. Perrewé &amp; K.M. Kacmar; Strategic Human Resource Management, The Dryden Press</li><li>• Uyargil, C. ve diğ erleri, İnsan Kaynakları Yönetimi, 5. baskı, Beta Yayınları, İstanbul, 2010.</li></ul>   |

## Theory Topics

| Week | Weekly Contents |
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