

**Content**

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

|                        |  |
|------------------------|--|
| 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                 | <p>Week 1. Introduction to Strategic Human Resources Management</p> <p>Week 2. New trends and issues in Strategic Human Resources Management</p> <p>Week 3. Objectives of HRM functions and HRM strategies</p> <p>Week 4. Operational and strategic HRM practices</p> <p>Week 5. Human Resources Planning and competency management</p> <p>Week 6. Job analysis and job descriptions</p> <p>Week 7. Employee selection and recruitment strategies</p> <p>Week 8. Partial exam</p> <p>Week 9. Employee training and development strategies</p> <p>Week 10. Job evaluation and classification</p> <p>Week 11. Compensation strategies</p> <p>Week 12. Performance evaluation and management</p> <p>Week 13. Strategies for career management</p> <p>Week 14. Problems, case analysis and review for final exam</p> |
| 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 diğerleri, İnsan Kaynakları Yönetimi, 5. baskı, Beta Yayınları, İstanbul, 2010.</li></ul>   |

**Theory Topics**

| Week | Weekly Contents |
|------|-----------------|
|      |                 |