

TOROS ÜNİVERSİTESİ

Institute Of Graduate Education
Management Of Health Institutions Master's Program (Without Thesis)

Course Information

HUMAN RESOURCES AND PERFORMANCE MANAGEMENT IN HEALTH INSTITUTIONS					
Code	Semester	Theoretical	Practice	National Credit	ECTS Credit
		Hour / Week			
SAK505	Spring	3	0	3	6

Prerequisites and co-requisites	None
Language of instruction	Turkish
Type	Elective
Level of Course	Master's
Lecturer	Assist.Prof.Dr. E.Özlem KÖROĞLU
Mode of Delivery	Face to Face
Suggested Subject	None
Professional practise (internship)	None
Objectives of the Course	This course aims to explain importance of human resource in management and public sector and express how this resource should be managed.
Contents of the Course	The course content includes the issues such as the human resource importance, management, planning, processes of management, developing, training.

Learning Outcomes of Course

#	Learning Outcomes
1	Discuss on strategy, organizational strategy, human resources management, and strategic human resources management concepts.
2	Explain the underlying reasons for strategic human resources management in organizations
3	Conduct career planning in line with strategic objectives
4	Assess strategically eligible human resources in the recruitment process
5	Develop strategy-aligned policies on human resources training and development

Course Syllabus

#	Subjects	Teaching Methods and Technics
1	Strategic human resource management	Lecture, discussion, presentation
2	Human resource management and environmental impacts	Lecture, discussion, presentation
3	Job analysis and job description	Lecture, discussion, presentation
4	Human resource management and law	Lecture, discussion, presentation
5	Human resource planning	Lecture, discussion, presentation
6	Employee supply	Lecture, discussion, presentation
7	Selection and placement	Lecture, discussion, presentation
8	Training and development	Lecture, discussion, presentation
9	Career management and planning	Lecture, discussion, presentation
10	Performance evaluation	Lecture, discussion, presentation
11	Fees management	Lecture, discussion, presentation

12	Situational fees and indirect payments: Social assistance and services	Lecture, discussion, presentation
13	The union-management relations	Lecture, discussion, presentation
14	Relations and movements within the organization	Lecture, discussion, presentation
15	Employee health and safety	Lecture, discussion, presentation
16	Final Exam	

Course Syllabus

#	Material / Resources	Information About Resources	Reference / Recommended Resources
1	Prof.Dr. Dursun BİNGÖL (2016), İnsan Kaynakları Yönetimi, Beta Yayınları, İstanbul.		
2	Prof.Dr. Azize ERGENELİ, Doç.Dr. Arzu İLSEV, Doç.Dr. Metin CAMGÖZ vd. (2014), İnsan Kaynakları Yönetimi, Nobel Yayınları, Ankara.		
3	UYARGİL, Cavide,2009,İnsan Kaynakları Yönetimi,Beta Yayınları, İstanbul		
4	Prof.Dr. BARUTÇUGİL İsmet, (2005), Stratejik İnsan Kaynakları, Kariyer Yayınları, İstanbul.		

Method of Assessment

#	Weight	Work Type	Work Title
1	60%	Final Exam	Final Exam
2	40%	Term Paper	Term Paper

Relationship between Learning Outcomes of Course and Program Outcomes

#	Learning Outcomes	Program Outcomes	Method of Assessment
1	Discuss on strategy, organizational strategy, human resources management, and strategic human resources management concepts.	1,3	1,2
2	Explain the underlying reasons for strategic human resources management in organizations	1,3	1,2
3	Conduct career planning in line with strategic objectives	1,3	1,2
4	Assess strategically eligible human resources in the recruitment process	1,3	1,2
5	Develop strategy-aligned policies on human resources training and development	1,3	1,2

PS. The numbers, which are shown in the column Method of Assessment, presents the methods shown in the previous table, titled as Method of Assessment.

Work Load Details

#	Type of Work	Quantity	Time (Hour)	Work Load
1	Course Duration	14	3	42
2	Course Duration Except Class (Preliminary Study, Enhancement)	14	4	56
3	Presentation and Seminar Preparation	1	3	3
4	Web Research, Library and Archival Work	0	0	0
5	Document/Information Listing	0	0	0
6	Workshop	0	0	0
7	Preparation for Midterm Exam	1	10	10
8	Midterm Exam	1	3	3
9	Quiz	0	0	0
10	Homework	1	13	13
11	Midterm Project	0	0	0

12	Midterm Exercise	0	0	0
13	Final Project	0	0	0
14	Final Exercise	0	0	0
15	Preparation for Final Exam	1	20	20
16	Final Exam	1	3	3
				150