TOROS ÜNİVERSİTESİ

Faculty Of Engıneerıng
Industrıal Engıneerıng (Englısh)

Course Information

<table>
<tr><td colspan="6" align="center">**HUMAN RESOURCES MANAGEMENT**</td></tr>
<tr><td>**Code**</td><td>**Semester**</td><td>**Theoretical**</td><td>**Practice**</td><td>**National Credit**</td><td>**ECTS Credit**</td></tr>
<tr><td></td><td></td><td>**Hour / Week**</td><td></td><td></td><td></td></tr>
<tr><td>INE252</td><td>Spring</td><td>3</td><td>0</td><td>3</td><td>4</td></tr>
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Prerequisites and co-requisites	
Language of instruction	English
Type	Elective
Level of Course	Bachelor's
Lecturer	
Mode of Delivery	Face to Face
Suggested Subject	
Professional practise (internship)	None
Objectives of the Course	To provide students an understanding of the various processes fundamental to managing people via the functions of Human Resource Management (HRM).
Contents of the Course	In this course, the basic concepts, theoretical perspectives, activities, programs and techniques of Human Resource Management (HRM) will be covered. The main topics of HRM such as job analysis, selection, testing, compensation, performance appraisal and their applications will be introduced.

Learning Outcomes of Course

#	Learning Outcomes
1	to understand the development of HRM field.
2	to describe the functions of Human Resource Management in an organization.
3	to describe the functions of HR department and its relationship with other departments.
4	to make recommendations about companies' HR systems.

Course Syllabus

#	Subjects	Teaching Methods and Technics
1	Introduction of the Course	Instruction
2	Introduction to HRM	Instruction
3	Strategic HRM	Instruction
4	Job Analysis and Job Design	Instruction
5	HR Planning	Instruction
6	Recruitment	Instruction
7	Personnel Test and Selection	Instruction
8	Midterm	Exam
9	Training and Development I	Instruction
10	Training and Development II	Instruction
11	Performance Management and Appraisal	Instruction
12	Career Management	Instruction

13	Reward and Compensation	Instruction
14	HR Practices	Instruction
15	Term Project Presentations	Student Presentations and Feedback
16	Final Exam	Exam

Course Syllabus

#	Material / Resources	Information About Resources	Reference / Recommended Resources
1	DeCenzo, D. A., Robbins, S. P., & Verhulst, S. L. (2010). Fundamentals of human resource management. John Wiley.		

Method of Assessment

#	Weight	Work Type	Work Title
1	25%	Mid-Term Exam	Mid-Term Exam
2	50%	Final Exam	Final Exam
3	25%	Mid-Term Project	Mid-Term Project

Relationship between Learning Outcomes of Course and Program Outcomes

#	Learning Outcomes	Program Outcomes	Method of Assessment
1	to understand the development of HRM field.	3,7,10	1,2
2	to describe the functions of Human Resource Management in an organization.	3,7,10	1,2
3	to describe the functions of HR department and its relationship with other departments.	3,7,10	1,2
4	to make recommendations about companies' HR systems.	3,7,10	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	2	28
3	Presentation and Seminar Preparation	0	0	0
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	6	6
8	Midterm Exam	1	1	1
9	Quiz	0	0	0
10	Homework	0	0	0
11	Midterm Project	1	3	3
12	Midterm Exercise	0	0	0
13	Final Project	0	0	0
14	Final Exercise	0	0	0
15	Preparation for Final Exam	1	9	9
16	Final Exam	1	1	1
				90