

**DERS KATALOG FORMU**  
**(COURSE CATALOG FORM)**

<b>(Course Code) : BUS 516.01</b>				<b>(Course Name) : NEW TRENDS IN HUMAN RESOURCE MANAGEMENT</b>			
Yarıyılı (Semester)	D + U + L (Lc + T + L)	Kredisi (Credits)	AKTS (ECTS)	Dersin Dili (Language)	Dersin Türü (Category)	Dersin İşleniş Yöntemi (Instructional Methods)	Ön Koşulları (Pre Requisites)
2	3+0+0	3	7	English	(Optional)	Lecture	
<b>Course Description</b>				<p>Many managers and organizations now recognize that having an effective system for obtaining, mobilizing, and managing the organization's human assets is a critical source of competitive advantage. Despite this recognition, it is still challenging for many firms to implement effective human resource management practices. Based on this fact, this course focuses on strategic issues, policies and choices in acquiring, developing, motivating, managing, and maintaining a workforce and what really needs to be done to implement policies and achieve competitive advantage through people.</p> <p>The course aims to both focus on the theory, tools and techniques of human resource management and also on the practical applications of the issues handled during the course. The course will address human resource topics from a more strategic perspective, considering how human resource management might help developing competitive advantage and what might be done to fulfill this potential.</p> <p>Some topics include: Human resources planning, job/task design and analysis, performance management, HR staffing, training and development, reward system and compensation management, employment, job security and labor relations. HRM for global operations will also be integrated throughout this course. Emphasis is also placed on the need to provide a broad understanding of the role and importance of human resources as an essential management responsibility</p>			
<b>Course of the Aim</b>				<p>The aims of the course are to provide the understanding of:</p> <ol style="list-style-type: none"> <li>1. The fundamentals of Human Resource Management (HRM), from staffing to developing individuals in the organisation</li> <li>2. Contemporary themes and issues of HRM</li> <li>3. The changing context of HRM</li> <li>4. Comparative and international HRM</li> <li>5. Knowledge Management and HRM</li> <li>6. Emotions at work and employment</li> </ol>			
<b>Course Outline</b>				This course provides an introduction to the basic concepts underlying general business, corporate culture, business ethics, social responsibility, human resources, motivation, leadership and teamwork.			
<b>Learning outcomes</b>				<ol style="list-style-type: none"> <li>1- Define and describe the basic terminology of management.</li> <li>2-Develop an understanding of how modern management theory evolved.</li> <li>3- Analyze and discuss planning, organizing, controlling, decision making, communication, motivation, leadership, human resource development, information systems, social responsibility and management of the future.</li> <li>4- Understand the ethical issues within the field of management.</li> <li>5- Possess the understanding and skills needed as a basis for every course dealing with management</li> </ol>			
<b>Textbook</b>				<ul style="list-style-type: none"> <li>• Meija, Balkin, Cardy (2016). Managing Human Resource with my Management Lab, 8th ed. Pearson Education Limited.</li> <li>• Gary Dessler, (2010). A Framework for Human Resource Management, International edition, Pearson.</li> </ul>			

**COURSE PLAN**

Week	Topics	Laboratory / Tutorial Work
1	<ul style="list-style-type: none"> <li>• The Changing Role of HRM: A Contemporary Perspective : An Overview of HRM</li> <li>• Strategic Human Resource Management</li> </ul>	
2	<ul style="list-style-type: none"> <li>• Strategic Human Resource Management (continued)</li> <li>• HRM and Organizational Performance</li> </ul>	
3	<ul style="list-style-type: none"> <li>• Strategic Planning, Human Resource Planning</li> <li>• Business Ethics &amp; Corporate Social Responsibility</li> </ul>	
4	<ul style="list-style-type: none"> <li>• Resourcing (Recruitment and Selection Process)</li> <li>• Approaches to Recruitment and Selection.</li> </ul>	

5	<ul style="list-style-type: none"> <li>• Training and Development</li> <li>• Coaching and Mentoring for Professional Development</li> </ul>	
6	<ul style="list-style-type: none"> <li>• Performance Management Systems</li> <li>• Performance Appraisal Process</li> </ul>	
7	<ul style="list-style-type: none"> <li>• Career Planning</li> <li>• Career Paths and Career Development Methods</li> </ul>	
8	<ul style="list-style-type: none"> <li>• MIDTERM EXAM</li> </ul>	
9	<ul style="list-style-type: none"> <li>• Compensation (Direct/Indirect-Financial Compensation and Non-Financial Compensation)</li> </ul>	
10	<ul style="list-style-type: none"> <li>• Workplace Communication (conflict, employee voice, etc.)</li> <li>• Employee Dismissals</li> </ul>	
11	<ul style="list-style-type: none"> <li>• Employee Relations and Managing the Employment Relationship</li> <li>• Labor Unions and Collective Bargaining</li> </ul>	
12	<ul style="list-style-type: none"> <li>• Management Behavior and Management Development</li> <li>• The Dark Side of Management (incompetent management, emotional stability, mobbing at work, etc.)</li> </ul>	
13	<ul style="list-style-type: none"> <li>• International Human Resource Management</li> <li>• The Influence of Culture on HRM</li> <li>• International HRM Policies</li> </ul>	
14	<ul style="list-style-type: none"> <li>• Benefits</li> </ul>	

**DERSİN DEĞERLENDİRME SİSTEMİ  
(COURSE ASSESSMENT)**

	Etkinlikler (Activities)	Adet (Quantity)	Katkı Oranı (Contribution) (%)
Yarıyıl İçi Çalışmaları (Semester Activities)	I Project –I Assignment- Presentations	1	40
	Ara Sınav (Mid-semester Review)	1	20
	Participations	1	20
<b>YARIYIL SONU SINAVI (FINAL EXAM)</b>		1	30
<b>Toplam (Total)</b>		4	100

<b>Project Assignment</b>	<p>Your task is to individually examine the human resource system of a division, company, or multiple companies. The purpose of this exercise is to let you have a hands on experience using the course concepts in an actual field situation.</p> <p>The project can focus on one of the following types of issues:</p> <p>1) examine the extent to which the current human resource policies and practices are aligned with the firm strategy, the degree of internal consistency and consistency with the strategy, and what changes you would recommend;</p> <p>2) determine a specific human resource problem such as employee dissatisfaction, turnover, management development, etc., diagnose the source of the current problems(s), and provide feasible recommendations for organizational action; or</p> <p>3) assess the current human resource practices of a young and rapidly growing organization and find out areas of potential problems and also areas in which the company might manage its human resources more effectively.</p>
<b>Project Reporting</b>	<ul style="list-style-type: none"> <li>• Please turn in a brief proposal (1 page) detailing a) the organization or department you will be analyzing, and b) a brief statement about the focus of your project. These are due no later than tuesday, February ..., 2019.</li> <li>• You are expected to make a presentation to your classmates. You will have approximately 30 minutes for the presentation time and 10 minutes for discussion time, so plan accordingly.</li> <li>• You are also responsible for turning in a final report, complete with an executive summary, text, and any supporting data or appendices. This is due on the day you are scheduled to present in class. Late papers will not be graded.</li> <li>• The projects will be presented in class during the last two weeks of the semester.</li> </ul>

<b>Assignment</b>	<p>The final paper is a short research paper on a topic related to international or comparative employment relations.</p> <p>Students may choose to examine as themes for their papers one of the subjects discussed below or a particular hrm or employment relations issue in greater detail in one or several countries or related for their home country then prepare presentations and present during the class. The final paper should be approximately 15 double-spaced pages. It is due on week 12. SOME CURRENT HRM ISSUES</p>
<b>Participation – Case Discussion</b>	<p>Participation in case discussions and discussion sections is crucial, because it is the way in which you can practice and develop your skill at "reading" social situations. I will create a positive atmosphere within class and the discussion sections that encourages participation. Your participation (both the level and the quality) in the discussion sections will be evaluated.</p>