

COURSE SYLLABUS

Faculty of Economics and Administrative Sciences

Course Code	Course name	Credits	ECTS	
MAN 401	Derya Group- Human Resources management	(3-0-3)	6	
Prerequisites:	None			
Language of Instruction:	English	Mode of delivery:	Face to Face	
Type & level of course	Compulsory/ 4th Year/ Fall Semester/ EQF Level 6			
Lecturers	Lecture hours	Office hours	Contact	
Prof.Dr. Eda YAŞA ÖZELTÜRKAY	Thursday 13:25-15:45	Thursday10:00-12:00	edayasa@cag.edu.tr	
Course Coordinator :	Prof.Dr. Eda YAŞA ÖZELTÜRKAY			
Course objective: This course aims to provide students with a comprehensive understanding of the basic concepts and processes of human resource management (HRM) and to equip them with the ability to strategically manage human resources in organizations. It also aims to develop analytical thinking, communication, leadership, and problem-solving skills within legal and ethical frameworks.				
Dersin Öğrenme Çıktıları	Students who have completed the course successfully should be able to ;		İlişkiler	
			Prog. output	Net effect
	1	Explain the fundamental concepts, functions, and strategic role of HRM within organizations.	2	5
	2	Effectively apply HR planning, job analysis, recruitment, selection, and placement processes.	2 & 3 & 4	5 & 4 & 3
	3	Relate training, development, and performance appraisal processes to organizational goals.	2 & 3 & 4	5 & 4 & 3
	4	Manage employee relations, motivation, and team dynamics effectively.	2 & 3 & 4	5 & 4 & 3
	5	Make decisions in compliance with legal regulations and ethical principles in HR practices.	2 & 3 & 4	5 & 4 & 3
	6	Utilize interviewing, leadership, and communication skills effectively in HR processes.	2 & 3 & 4	5 & 4 & 3
7	Analyze contemporary HR trends such as digital transformation, sustainability, and diversity.	2	5	
8	Develop analytical and innovative solutions to human resource problems.	2 & 3 & 4	5 & 4 & 3	
Course content:	This course covers the strategic management of human resources in organizations. Topics include HR planning, job analysis, recruitment, selection, placement, training and development, performance evaluation, and employee relations. Students evaluate HR functions holistically and analyze the role of human capital in achieving organizational goals. Contemporary trends such as digital transformation and sustainability are also examined. Students have opportunities to improve problem-solving, negotiation, leadership, and communication skills within ethical and legal frameworks.			
Weekly Schedule				

Week	Topic	Preparation	Teaching Methods
1	Introduction, sharing expectations	Students introduce themselves	Lecture, experience sharing
2	Effective Resume Writing (Assignment 1)	Review sample CVs	Lecture, discussion of common mistakes
3	Personal SWOT Analysis (Assignment 2)	Prepare personal SWOT	Lecture, discussion
4	What is HR? Importance of HRM	Textbook, notes	Lecture, discussion, examples
5	Seminar / Company Visit	-	Seminar, field visit
6	Developing and Implementing Strategic HR Plans	Textbook, notes	Lecture, examples
7	Recruitment and Motivation	Textbook, notes	Lecture, examples
8	Compensation and Benefits	Textbook, notes	Lecture, examples
9–10	Midterm Period	-	-
11	Performance Management and Evaluation	Textbook, notes	Lecture, examples
12	HRM During the Pandemic	Textbook, notes	Lecture, examples
13	HRM in Small and Entrepreneurial Firms	Textbook, notes	Lecture, examples
14	Successful Employee Communication	Textbook, notes	Lecture, examples
15	Employee Training and Development	Textbook, notes	Lecture, examples
16	International HRM	Textbook, notes	Lecture, examples
17–18	Final Week: Interview Report Presentations	Peer evaluation and reflection	Presentations

Course Materials

Textbook	Human Resource Management, Gary Dessler, 9th edition, Pearson
Recommended Reading:	Lecture slides, HBR, HRDergi, TEDx Talks, and selected HR books.. <ul style="list-style-type: none"> • Harvard Business Review (Turkish–English editions) • HRDergi / Human Resources and Management Journal • TEDx Talks related to Human Resources • Website: https://www.deryagrup.com.tr/ • Instagram Accounts: @hr.magazine, @kariyerkapisi, @yetenekkapisi, etc. Popular Books in the Field of Human Resources: <ul style="list-style-type: none"> • <i>The Dip</i> – Seth Godin • <i>The 7 Habits of Highly Effective People</i> – Dr. Stephen R. Covey • <i>Hire and Keep the Best People</i> – Richard Luecke • <i>The Art of War</i> – Sun Tzu • <i>Work Rules!</i> – Laszlo Bock • <i>Good to Great</i> – Jim Collins

Assessment Methods

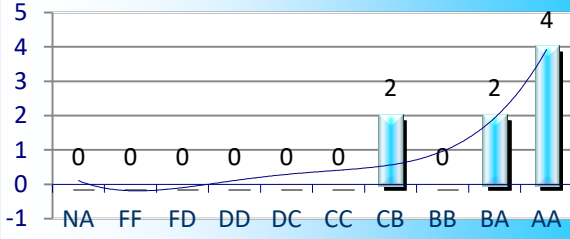
Activities	Number	Effect	Notes
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Mid term exam	1	%25	essay and multiple-choice question
Seminer& Brand visiting	1	%10	“Participation and Contribution
Final Project (Group Assignment) (Survey, Interview, and Presentation)	1	%50	Example Research Topics on Human Resource Processes Preparing a research project on sample HR processes The Impact of Digital Transformation on Recruitment Processes The Effect of Competency-Based Interview Techniques on Success A Study on University Students’ Expectations in the Recruitment Process AI-Supported Recruitment Systems and Their Ethical Dimension Analysis of Recruitment Processes in Corporate Companies The Effect of Corporate Training Programs on Employee Performance Perception of Using E-Learning Systems in Human Resource Management Adoption of Green HR Practices Maintaining Corporate Culture in Hybrid Work Environments Management of Gig Economy and Freelance Workers
<i>In-Class Activities</i> (case, workshop)	3	%15	Ödev: 1. Özgeçmiş hazırlama (5 puan), Ödev 2. SWOT analizi (5 puan), Ödev 3. STAR analizi (5 puan)
<i>Final Effect of the Final</i>	1	%50	Final Sınavı

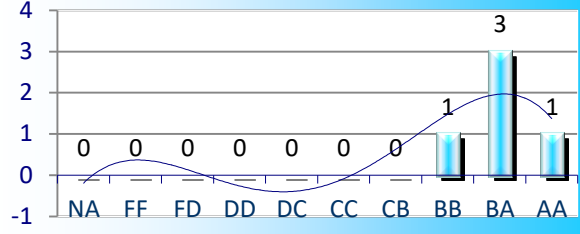
ECTS			
Content	Sayı	Saat	Toplam
Hours in Classroom	14	3	42
Hours out of classroom	14	3	42
Sunum	1	7	7
Case studies	3	9	27
Derya Group Visiting	1	5	5
Derya Group In class Activitiy	3	3	9
<input type="checkbox"/> Midterm Exam (Exam Duration + Exam Preparation)	1	21	21
<input type="checkbox"/> Final Project (Project Preparation + Project Presentation and Report	1	35	35
Total:			188
Total / 30:			188÷ 30 ≈ 6,26 ≈ 6
ECTS Credits:			6

Performance

2024-2025 FALL SEMESTER



2023-2024 FALL SEMESTER



Final Project Content

Find an appropriate and valid measurement scale, and determine the survey questions in consultation with the course instructor. Conduct the data collection process with the target audience, followed by data analysis and reporting. A detailed grading rubric will be provided.

Certificate of Achievement (Branded Course)

Students who fulfill the following will receive a Derya Group HR Certificate:

1. Attendance: Minimum 80% participation (including field visits).
2. Success Grade: Minimum final grade of BB (80/100) or above.

Branded Course Certificate Guidelines



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