

Course number and name	END 412 / Principles of Human Resources Management
Credits, contact hours, categorization of credits	3 credits / 42 hours / Other
Instructor or course coordinator	Seçkin POLAT, Gaye KARAÇAY AYDIN, Cemil CEYLAN
Text book and other supplemental materials	<ul style="list-style-type: none"> • John. B. Miner, Donald P. Crane (1995), <i>Human Resource Management: The Strategic Perspective</i>, Addison Wesley Pub. Co. • Luis R. Gomez-Mejia, David B. Balkin, Robert L. Cardy (2001), <i>Managing Human Resources</i>, Prentice Hall College Div., 3rd ed., New York • Barutçugil, İ. (2004) <i>Stratejik İnsan Kaynakları Yönetimi</i>, Kariyer Yayınları / Yönetim Dizisi, İstanbul • Dessler, G., <i>Human Resource Management</i>, Global Edition, Pearson, 2015. • Lecture Notes

Course information	
Content	The importance of Human Resources. The evolution of Human Resources function. Basic concepts and definitions in Human Resources management. Fundamental jobs and responsibilities in Human Resources management. New paradigms and approaches in Human Resources management. Strategic Human Resources management. The future of Human Resources activities.
Prerequisites	END 431E Management and Organization
Type	Required

Course learning outcomes	
Students who pass the course will be able:	
<ol style="list-style-type: none"> I. Know the role and importance of human resources in the organization. II. Know how to direct people base on organizational objectives III. Know human resource systems and how to design these systems IV. Know which human resource policy and strategies should be applied base on the organizations characteristics. 	

Student outcomes	Level of contribution
SO1. An ability to identify, formulate, and solve complex engineering problems by applying principles of engineering, science, and mathematics.	Little
SO2. An ability to apply engineering design to produce solutions that meet specified needs with consideration of public health, safety, and welfare, as well as global, cultural, social, environmental, and economic factors.	Partial
SO3. An ability to communicate effectively with a range of audiences.	High
SO4. An ability to recognize ethical and professional responsibilities in engineering situations and make informed judgments, which must consider the impact of engineering solutions in global, economic, environmental, and societal contexts.	High
SO5. An ability to function effectively on a team whose members together provide leadership, create a collaborative and inclusive environment, establish goals, plan tasks, and meet objectives.	High
SO6. An ability to develop and conduct appropriate experimentation, analyse and interpret data, and use engineering judgment to draw conclusions.	NA
SO7. An ability to acquire and apply new knowledge as needed, using appropriate learning strategies.	Partial

Week	Topics	Learning outcome(s)
1	Importance and Role of Human Resource	I
2	Management of Human Resources and its Evolution	I
3	The Basic Concepts in Human Resources	I, II
4	Human Resource Management Theories/Approaches	II
5	Human Resources Planning and Politics	IV
6	Human Resource Management Systems	III, IV
7	Human Resource Management Systems	III, IV
8	Human Resource Management Systems	III, IV
9	Human Resource Management Systems	III, IV
10	Human Resource Management Systems	III, IV
11	Human Resource Management Systems	III, IV
12	Human Resource Management Systems	III, IV
13	Strategic Human Resources Management	IV
14	The Future of Human Resources Management	IV