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| |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Dersin Adı** | | **Kodu** | **Yarıyıl** | **T+U** | **Kredi** | **AKTS** | | **İnsan Kaynakları Yönetimi** | |  | 3 | 2+0 | 2 | 3 | | Ön koşul Dersler |  | | | | | | | Dersin Dili | Türkçe | | | | | | | Dersin Türü | Alan Seçmeli | | | | | | | Dersin Koordinatörü |  | | | | | | | Dersi Veren |  | | | | | | | Dersin Yardımcıları |  | | | | | | | Dersin Amacı | İşletmelerdeki insan kaynakları biriminin nasıl çalıştığını, çalışan ve yönetici olarak örgüt içindeki işleyişi açıklamaktır. | | | | | | | Dersin Öğrenme Çıktıları | Bu dersin sonunda öğrenci:   1. İnsan kaynakları yönetiminin işlevleri, gelişimi ve ilkelerini tanımlar. 2. Personel sağlama ve seçme, personel hareketliliği, örgütsel sosyalizasyon ve kariyer kavramlarını açıklar. 3. İş analizi, İş etüdü ve İş tasarımını örneklendirir. 4. Personel planlamasının ve değerlendirmesinin nasıl yapıldığını bilir. 5. Hizmet içi eğitimin gerekliliğini yorumlar. Ücret yönetimini kavrar. | | | | | | | Dersin İçeriği | İnsan kaynakları yönetiminin ortaya çıkışı, iş analizi, İK planlama, İK temin ve seçimi, eğitim ve geliştirme, performans değerlendirme, iş değerleme ve ücret gibi İK fonksiyonları. | | | | | | | **Haftalar** | **Konular** | | | | | | | 1 | İnsan kaynakları yönetimi tanımı, kamu ve özel sektördeki farklar | | | | | | | 2 | İnsan kaynakları yönetimini etkileyen iç ve dış etmenler | | | | | | | 3 | İnsan kaynaklar yönetiminin örgütlenmesi | | | | | | | 4 | İş analizi kavramlar, kullanıldığı alanlar, yöntemler ve sonuçları | | | | | | | 5 | İnsan kaynakları yönetiminin planlanması, amacı ve kapsamı | | | | | | | 6 | İnsan kaynakları planlamasında başvurulan tahmin teknikleri | | | | | | | 7 | Aday toplama süreci ve yöntemleri | | | | | | | 8 | Personel seçimi süreci ve teknikleri | | | | | | | 9 | Oryantasyon eğitimi ve hazırlanması | | | | | | | 10 | Oryantasyon eğitimi ve hazırlanması | | | | | | | 11 | İşe yerleştirme, yerleştirme kararları, işten ayrılmalar | | | | | | | 12 | İnsan kaynaklarının geliştirilmesi | | | | | | | 13 | İş tasarımı, iş geliştirme, iş zenginleştirme | | | | | | | 14 | Personel sağlığı ve iş güvenliği | | | | | |  |  | | --- | | **Genel Yeterlilikler** | | Öğrencilerden bu dersin ana konularını anlamaları ve alanları ile uygulamalarında kullanmaları beklenir. | | **Kaynaklar** | | Sabuncuoğlu, Z. (2016), *İnsan Kaynakları Yönetimi*, Alfa Aktüel Yayınları  Eren, E. (2017).*Örgütsel Davranış ve Yönetim Psikolojisi.* Beta Basım Yayım.  Ünsalan, E., Şimşeker, B. (2014), *İnsan Kaynakları Yönetimi,* Detay Yayıncılık, Ankara.  Can, H., Akgün, A., Kavuncubaşı, Ş. (2016), *Kamu ve Özel Kesimde İnsan Kaynakları Yönetimi,* Siyasal  Kitabevi, Ankara. | | **Değerlendirme Sistemi** | | Dönem başında ders izlencelerinde belirtilir. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **PROGRAM ÖĞRENME ÇIKTILARI İLE**  **DERS ÖĞRENİM ÇIKTILARI İLİŞKİSİ TABLOSU** | | | | | | | | | | | | | | | | | | |  | **PÇ1** | **PÇ2** | | **PÇ3** | **PÇ4** | | **PÇ5** | **PÇ6** | | **PÇ7** | **PÇ8** | | **PÇ9** | **PÇ10** | | **PÇ11** | **PÇ12** | | **ÖÇ1** | 5 | 2 | | 4 | 4 | | - | - | | - | - | | - | - | | - | 5 | | **ÖÇ2** | 5 | 2 | | 4 | 4 | | - | - | | - | - | | - | - | | - | 5 | | **ÖÇ3** | 5 | 2 | | 4 | 4 | | - | - | | - | - | | - | - | | - | 5 | | **ÖÇ4** | 5 | 2 | | 4 | 4 | | - | - | | - | - | | - | - | | - | 5 | | **ÖÇ5** | 5 | 2 | | 4 | 4 | | - | - | | - | - | | - | - | | - | 5 | | **ÖÇ: Öğrenme Çıktıları PÇ: Program Çıktıları** | | | | | | | | | | | | | | | | | | | **Katkı**  **Düzeyi** | | | **1 Çok Düşük** | | | **2 Düşük** | | | **3 Orta** | | | **4 Yüksek** | | | **5 Çok Yüksek** | | |   Program Çıktıları ve İlgili Dersin İlişkisi   |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Ders** | **PÇ1** | **PÇ2** | **PÇ3** | **PÇ4** | **PÇ5** | **PÇ6** | **PÇ7** | **PÇ8** | **PÇ9** | **PÇ10** | **PÇ11** | **PÇ12** | | İnsan Kaynakları Yönetimi | 5 | 2 | 4 | 4 | - | - | - | - | - | - | - | 5 | |