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| |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Dersin Adı** | | **Kodu** | **Yarıyıl** | **T+U** | **Kredi** | **AKTS** | | **İnsan Kaynakları Yönetimi** | |  | 3 | 3+0 | 3 | 3 | | Ön koşul Dersler |  | | | | | | | Dersin Dili | Türkçe | | | | | | | Dersin Türü | Zorunlu | | | | | | | Dersin Koordinatörü |  | | | | | | | Dersi Veren |  | | | | | | | Dersin Yardımcıları |  | | | | | | | Dersin Amacı | Teorik bilgiler ve uygulama örnekleri çerçevesinde öğrencilerin özel sektör ve kamu yönetiminde geçerli olan insan kaynakları yönetimi ilkeleri ve yöntemlerini kavramalarını sağlamak | | | | | | | Dersin Öğrenme Çıktıları | Bu dersin sonunda öğrenci;   1. Öğrenciler bu ders kapsamında insan kaynakları yönetimi kavramını ve kapsamını açıklarlar. 2. Ayrıca İK Teknik kapsamındaki çeşitli analizleri yapabilirler. 3. Seçme ve işe alma sürecini bilir ve kısmen yönetebilirler.İK özlük işleri, tazminat, emeklilik, alt işverenlik gibi durumlarda ilgili uygulamaları anlar ve tartışabilirler. 4. İK davranışsal kapsamında yer alan davranışsal sorunları nasıl değerlendireceklerini ve çözüm üreteceklerini bilirler | | | | | | | Dersin İçeriği | Personel yönetiminden insan kaynakları yönetimine geçiş, insan kaynakları planlaması' nın temel ilkeleri, personel planlaması, personel alma yöntemleri ve koşullar | | | | | | | **Haftalar** | **Konular** | | | | | | | 1 | Personel Yönetiminden İnsan Kaynakları Yönetimine Geçiş | | | | | | | 2 | İnsan Kaynakları Planlaması' nın Temel İlkeleri | | | | | | | 3 | Personel Planlaması | | | | | | | 4 | Personel Alma Yöntemleri ve Koşullar | | | | | | | 5 | İş Analizi, İş Tanımları ve İş Sağlığı ve İş Güvenliği | | | | | | | 6 | Personelin Değerlendirilmesi | | | | | | | 7 | Personelin Derğerlendirme Yöntemleri | | | | | | | 8 | Hizmet İçi Eğitim Metotları | | | | | | | 9 | Hizmet İçi Eğitim Metotları | | | | | | | 10 | Personelin Ücretlendirilmesi ve Ödüllendirme | | | | | | | 11 | Örgütsel Sosyalizasyon | | | | | | | 12 | Personelin Yükseltilmesi | | | | | | | 13 | Kariyer Planlaması | | | | | | | 14 | Liderlik ve Motivasyon | | | | | |  |  | | --- | | **Genel Yeterlilikler** | | Öğrencilerden bu dersin ana konularını anlamaları ve alanları ile uygulamalarında kullanmaları beklenir. | | **Kaynaklar** | | Çetin, C.-Arslan, L,M.-Dinç, E. (2014). İnsan Kaynakları Yönetimi İstanbul. Beta Yayınları  H. Alpay Karasoy, H. Serdar Öge ( 2016 ) .Meslek Yüksek Okulları İçin İnsan Kaynakları Yönetimi | | **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** | | **ÖÇ1** | 5 | | 2 | 1 | | - | 4 | | 3 | 3 | | - | - | | - | | **ÖÇ2** | 5 | | 2 | 1 | | - | 4 | | 3 | 3 | | - | - | | - | | **ÖÇ3** | 5 | | 2 | 1 | | - | 4 | | 3 | 3 | | - | - | | - | | **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** | | İnsan Kaynakları Yönetimi | 5 | 2 | 1 | - | 4 | 3 | 3 | - | - | - | |