

Medicine			
Bachelor	TR-NQF-HE: Level 7	QF-EHEA: Second Cycle	EQF-LLL: Level 7

## Course Introduction and Application Information

Course Code:	UNI211		
Course Name:	Human Resources Management		
Semester:	Spring Fall		
Course Credits:	<div>ECTS</div> <div>5</div>		
Language of instruction:	Turkish		
Course Condition:			
Does the Course Require Work Experience?:	No		
Type of course:	University Elective		
Course Level:	<div> <div>Bachelor</div> <div>TR-NQF-HE:7. Master`s Degree</div> <div>QF-EHEA:Second Cycle</div> <div>EQF-LLL:7. Master`s Degree</div> </div>		
Mode of Delivery:	Face to face		
Course Coordinator:	Prof. Dr. FAHRİ ERENEL		
Course Lecturer(s):	Assoc.Prof.Dr. Fahri Erenel		
Course Assistants:			

## Course Objective and Content

Course Objectives:	To reveal the basic information and applications related to the basic functions of human resources management within the framework of strategic perspective.
Course Content:	Definition and functions of human resources management, HRM. HRM affecting functions,

employee procurement, job application, interview techniques, employee training, career management and career planning, performance appraisal and performance appraisal techniques, remuneration, employee motivation, employee loyalty and productivity. applications.

## Learning Outcomes

The students who have succeeded in this course;

- 1) To have theoretical knowledge about human resources
- 2) To gain the ability to look critically at practitioners in the light of this information.
- 3) To be able to see the human resources management as a whole
- 4) To comprehend the strategic importance of human resources management

## Course Flow Plan

Week	Subject	Related Preparation
1)	Information About The Lecture Human Resources Management And Organization-1	-
2)	Human Resources Management And Organization-2	-
3)	Human Resources Management And Organization-3	-
4)	Human Resources Planning And Job Analysis, Presentations-1	-
5)	Recruitment, Presentations-2	-
6)	Recruitment And Human Resource Training, Presentations-3	-
7)	Midexam Performance Evaluation Presentations-4	-
8)	Career Management, Presentations-5	-
9)	Job Valuation and Wage Management, Presentations-6	-
10)	Discipline, Presentations-7	-
11)	Labor Relations-1	-
12)	Labor Relations-2	-
13)	International Human Resources Management Delivery Of Presentations In Writing	-
14)	Example Human Resources Practices And General Review	-
15)	Final Exam	-

16)	Final Exam	-
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## Sources

Course Notes / Textbooks:	Cavide Uyargil ve diğeri; İnsan Kaynakları Yönetimi, 5.baskı, Beta Yayınevi, İstanbul, 2010. İnsan KaynaklarıYönetimi,Anadolu Üniversitesi Anadolu Üniversitesi Yayını No:2900,Açık öğretim Fakültesi Yayını No:1857,2
References:	İnsan Kaynakları Yönetiminin Temelleri Yazar: David A. Decenzo , Stephen P. Robbins Robbins , Susan L. Verhulst Yayınevi : Nobel Akademik Yayıncılık Çevirmen: Canan Çetin , Mehmet Lütfi Arslan Ders notları ve slaytları

## Course - Program Learning Outcome Relationship

Course Learning Outcomes	1	2	3	4
Program Outcomes				
1) When Istinye University Faculty of Medicine student is graduated who knows the historical development of medicine, medical practices, and the medical profession and their importance for society.				
2) knows the normal structure and function of the human body at the level of molecules, cells, tissues, organs and systems.				
3) is capable of systematically taking an accurate and effective social and medical history from their patients and make a comprehensive physical examination.				
4) knows the laboratory procedures related to diseases; In primary care, the necessary material (blood, urine, etc.) can be obtained from the patient with appropriate methods and can perform the necessary laboratory procedures for diagnosis and follow-up or request laboratory tests.				
5) can distinguish pathological changes in structure and functions during diseases from physiological changes and can Interpret the patient's history, physical examination, laboratory and imaging findings, and arrive at a pre-diagnosis and diagnosis of the patient's problem.				
6) knows, plans and applies primary care and emergency medical treatment practices, rehabilitation stages.				
7) can keep patient records accurately and efficiently, know the importance of confidentiality of patient information and records, and protects this privacy.				

Course Learning Outcomes	1	2	3	4
8) knows the clinical decision-making process, evidence-based medicine practices and current approaches.				
9) knows and applies the basic principles of preventive health measures and the protection of individuals from diseases and improving health, and recognizes the individual and/or society at risk, undertakes the responsibility of the physician in public health problems such as epidemics and pandemics.				
10) knows the biopsychosocial approach, evaluates the causes of diseases by considering the individual and his / her environment.				
11) is capable of having effective oral and/or written communication with patients and their relatives, society and colleagues.				
12) knows the techniques, methods and rules of researching. It contributes to the creation, sharing, implementation and development of new professional knowledge and practices by using science and scientific method within the framework of ethical rules.				
13) can collect health data, analyze them, present them in summary, and prepare forensic reports.				
14) knows the place of physicians as an educator, administrator and researcher in delivery of health care. It takes responsibility for the professional and personal development of own and colleagues in all interdisciplinary teams established to increase the health level of the society.				
15) knows employee health, environment and occupational safety issues and takes responsibility when necessary.				
16) knows health policies and is able to evaluate their effects in the field of application.				
17) keeps medical knowledge up-to-date within the framework of lifelong learning responsibility.				
18) applies own profession by knowing about ethical obligations and legal responsibilities, prioritizing human values and with self-sacrifice throughout own medical life.				

### Course - Learning Outcome Relationship

No Effect	1 Lowest	2 Average	3 Highest

	Program Outcomes	Level of Contribution
1)	When Istinye University Faculty of Medicine student is graduated who knows the historical	

	development of medicine, medical practices, and the medical profession and their importance for society.	
2)	knows the normal structure and function of the human body at the level of molecules, cells, tissues, organs and systems.	
3)	is capable of systematically taking an accurate and effective social and medical history from their patients and make a comprehensive physical examination.	
4)	knows the laboratory procedures related to diseases; In primary care, the necessary material (blood, urine, etc.) can be obtained from the patient with appropriate methods and can perform the necessary laboratory procedures for diagnosis and follow-up or request laboratory tests.	
5)	can distinguish pathological changes in structure and functions during diseases from physiological changes and can Interpret the patient's history, physical examination, laboratory and imaging findings, and arrive at a pre-diagnosis and diagnosis of the patient's problem.	
6)	knows, plans and applies primary care and emergency medical treatment practices, rehabilitation stages.	
7)	can keep patient records accurately and efficiently, know the importance of confidentiality of patient information and records, and protects this privacy.	
8)	knows the clinical decision-making process, evidence-based medicine practices and current approaches.	
9)	knows and applies the basic principles of preventive health measures and the protection of individuals from diseases and improving health, and recognizes the individual and/or society at risk, undertakes the responsibility of the physician in public health problems such as epidemics and pandemics.	
10)	knows the biopsychosocial approach, evaluates the causes of diseases by considering the individual and his / her environment.	
11)	is capable of having effective oral and/or written communication with patients and their relatives, society and colleagues.	
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16)	knows health policies and is able to evaluate their effects in the field of application.	
17)	keeps medical knowledge up-to-date within the framework of lifelong learning responsibility.	
18)	applies own profession by knowing about ethical obligations and legal responsibilities, prioritizing human values and with self-sacrifice throughout own medical life.	

### Assessment & Grading

Semester Requirements	Number of Activities	Level of Contribution
Attendance	14	% 10
Quizzes	3	% 0
Homework Assignments	1	% 15
Presentation	1	% 0
Midterms	1	% 20
Final	1	% 55
<b>total</b>		<b>% 100</b>
PERCENTAGE OF SEMESTER WORK		% 45
PERCENTAGE OF FINAL WORK		% 55
<b>total</b>		<b>% 100</b>

### Workload and ECTS Credit Calculation

Activities	Number of Activities	Workload
Course Hours	14	42
Laboratory	1	0
Study Hours Out of Class	14	42
Presentations / Seminar	4	4

Homework Assignments	6	6
Quizzes	9	12
Midterms	2	4
Final	2	6
Total Workload		116