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| |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Dersin Adı** | | **Kodu** | **Yarıyıl** | **T+U** | **Kredi** | **AKTS** | | **İnsan Kaynakları Yönetimi** | |  | III | 2+0 | 2 | 3 | | Ön koşul Dersler |  | | | | | | | Dersin Dili | Türkçe | | | | | | | Dersin Türü | Alan Seçmeli | | | | | | | Dersin Koordinatörü |  | | | | | | | Dersi Veren |  | | | | | | | Dersin Yardımcıları |  | | | | | | | Dersin Amacı | Bu derste insan kaynaklarını yönetmek ile ilgili yeterliklerinin kazandırılması amaçlanmaktadır. | | | | | | | Dersin Öğrenme Çıktıları | Bu dersin sonunda öğrenci;   1. İnsan kaynaklarının önemini kavrar 2. İnsan Kaynakları planlaması yapar 3. İş gören memnuniyetini sağlar 4. Mesleki gelişime ilişkin faaliyetleri yürütür | | | | | | | Dersin İçeriği | İnsan kaynakları yönetim becerileri | | | | | | | **Haftalar** | **Konular** | | | | | | | 1 | İnsan kaynakları yönetiminin (İKY) gelişimi | | | | | | | 2 | İKY işletmedeki önemi ve organizasyonu | | | | | | | 3 | İKY’nin amacı ve temel ilkeleri | | | | | | | 4 | İK fonksiyonlarının tanıtılması | | | | | | | 5 | İş analizi ve iş tasarımı | | | | | | | 6 | İnsan kaynağı planlaması | | | | | | | 7 | İnsan kaynağı işe alma süreçleri | | | | | | | 8 | Eğitim ve geliştirme | | | | | | | 9 | Performans değerlendirme | | | | | | | 10 | Kariyer Planlama | | | | | | | 11 | Ücret Yönetimi | | | | | | | 12 | İş Değerleme | | | | | | | 13 | İş tatmini | | | | | | | 14 | Çalışma İlişkileri | | | | | |  |  | | --- | | **Genel Yeterlilikler** | | Öğrencilerden bu dersin ana konularını anlamaları ve alanları ile uygulamalarında kullanmaları beklenir. | | **Kaynaklar** | | Kozak, M.A., (2009), Otel İşletmelerinde İnsan Kaynakları Yönetimi ve Örnek Olaylar, Ankara, Detay Yayıncılık |  |  | | --- | | **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** | | **ÖÇ1** | 4 | | 3 | 2 | | 1 | 3 | | 1 | 1 | | 2 | 1 | | 1 | 1 | | **ÖÇ2** | 4 | | 2 | 2 | | 2 | 3 | | 2 | 1 | | 2 | 1 | | 2 | 2 | | **ÖÇ3** | 4 | | 3 | 2 | | 3 | 3 | | 2 | 1 | | 4 | 1 | | 2 | 2 | | **ÖÇ4** | 5 | | 3 | 4 | | 3 | 3 | | 2 | 1 | | 3 | 1 | | 2 | 2 | | **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** | | İnsan Kaynakları Yönetimi | 4 | 3 | 2 | 2 | 3 | 2 | 1 | 3 | 1 | 2 | 2 | |