

General Info

Objectives of the Course

The aim is to provide essential knowledge on fundamental Human Resource Management (HRM) topics and to inform students about HRM practices. Additionally, it seeks to equip students with the necessary skills to work in this field.

Course Contents

It covers Human Resource Policy and Planning, Recruitment, Selection and Placement, Career Planning, Compensation Management, Industrial Relations, and contemporary Human Resource Management practices and techniques.

Recommended or Required Reading

Nickson, D. (2007). Human resource management for the hospitality and tourism industries. Elsevier. Snell, S. A., & Morris, S. S. (2019). Managing human resources (18th ed.). Cengage Learning. Bingöl, D. (2019). İnsan kaynakları yönetimi (11. baskı). Beta Yayınları. Aydın Tükeltürk, Ş., Şahin Perçin, N., & Güzel, B. (Yıl). Turizm işletmelerinde insan kaynakları yönetimi ve uygulamaları. Beta Basım Yayım.

Planned Learning Activities and Teaching Methods

Lectures Discussion and Q&A Group Work Report Presentations

Recommended Optional Programme Components

Additional recommendations for the course include incorporating industry case studies, integrating digital HR tools, encouraging active student participation, and organizing guest speaker sessions with HR professionals.

Instructor's Assistants

Assoc. Prof. Dr. Gaye Deniz

Presentation Of Course

The course is delivered through a combination of theoretical lectures, case studies, group projects, interactive discussions, and practical applications to enhance both academic knowledge and professional skills.

Dersi Veren Öğretim Elemanları

Assoc. Prof. Dr. Gaye Deniz

Program Outcomes

1. Defines the fundamental concepts of Human Resource Management.
2. Knows the functions of Human Resource Management.
3. Analyzes scientific research in the field of human resources.

Weekly Contents

Order	PreparationInfo	Laboratory	TeachingMethods	Theoretical	Practise
1	Bingöl, D. (2019). Human Resources Management (11th ed.). Beta Publishing (pp. 3–5). Kaya, E., & Taş, İ. (2015). Personnel Management – The Distinction in Human Resources Management. Kahramanmaraş Sütçü İmam University Faculty of Economics and Administrative Sciences Journal, 5(1), 21–28. https://www.youtube.com/watch?v=07FKeaKj0a4&list=PLfFz63YLe29rmBGdeVsbfgvXuYudT5lHi (content in English).		Theoretical Lectures and Discussions Research-Based Learning Group Work	Introduction to Human Resource Management and Fundamental Concepts	
2	Bingöl, D. (2019). Human Resources Management (11th Edition). Beta Publications (Page 5-9). Eroğlu, O. (2016). DEVELOPMENT OF HUMAN RESOURCES MANAGEMENT IN TURKEY FROM 1923 TO TODAY. International Journal of Management Economics and Business, 12(29), 181-193. Midem, G. (2016). Innovation in human resources management (Human resources management development process from 2000s to today) (Master's thesis, Social Sciences Institute).		Theoretical Lectures and Discussions Research-Based Learning Group Work	The Development Process of Human Resource Management	
3	Bingöl, D. (2019). Human resources management (11th ed.). Beta Publications (Page 169-198). Özsöz, B. (2006). Strategic human resources planning in enterprises and an example from implementation (Master's thesis, Sakarya University (Turkey)). Arslan, M. L. (2012). A Process Approach to Human Resource Needs: Strategic Human Resource Planning. Tavsiye Journal, 10(37), 89-101. Pelit, E., & Çetin, A. (2020). Human resources planning as a human resources management function in tourism enterprises and an evaluation of the problems. MANAS Journal of Social Research, 9(2), 1268-1287.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Human Resource Planning	

Order	PreparationInfo	Laboratory	TeachingMethods	Theoretical	Practise
4	Bingöl, D. (2019). Human resource management (11th ed.). Beta Publications (Pages 79-124). Badran, N. A. A., & Gad, H. E. S. (2016). Job description form as an approach to work quality: specifying problems and strategic planning tool (the case study of Mercure hotel chain). <i>Journal of Association of Arab Universities for Tourism and Hospitality</i> , 13(3), 87-99. Varra, L., Scioni, M., Grassini, L., & Giusti, A. (2021). Job requirements in the hospitality industry: Technical or general skills? The dilemma for academic education. <i>European Journal of Tourism Research</i> , 29, 2915-2915.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Job Analysis, Job Description, and Job Requirements	
5	Bingöl, D. (2019). Human Resources Management (11th Edition). Beta Publications (Page 199-230). Aslan, S., & Dinçer, M. Z. (2017). Employee selection in small and medium-sized hotel enterprises in Istanbul. <i>International Journal of Management Economics and Business</i> , 13(13), 342-350. Barakazi, M. (2023). A study on employee selection process in tourism enterprises. <i>Journal of Business Research</i> , 15(2), 1136-1151. https://www.youtube.com/watch?v=R63fb95gJbc&list=PLfFz63YLe29rmBGdeVsbfgvxuYudT5IH&index=3		Theoretical Lectures and Discussions Research-Based Learning Group Work	Labor Market and Employee Recruitment	
6	Bingöl, D. (2019). Human Resources Management (11th Edition). Beta Publications (Page 231-280). Barakazi, M. (2023). A study on the employee selection process in tourism enterprises. <i>Journal of Business Research</i> , 15(2), 1136-1151. Dominique-Ferreira, S., Rodrigues, B. Q., & Braga, R. J. (2022). Personal marketing and the recruitment and selection process: Hiring attributes and particularities in tourism and hospitality. <i>Journal of Global Scholars of Marketing Science</i> , 32(3), 351-371. https://www.youtube.com/watch?v=R63fb95gJbc&list=PLfFz63YLe29rmBGdeVsbfgvxuYudT5IH&index=3		Theoretical Lectures and Discussions Research-Based Learning Group Work	Employee Selection and Placement	
7	Bingöl, D. (2019). Human resources management (11th ed.). Beta Publications (Page 281-338). Yaylı, A., & Temiraliyeva, K. (2006). The effect of job orientation training on employee performance in hotel enterprises: an application in Kazakhstan. <i>Gazi University Faculty of Commerce and Tourism Education Journal</i> , (1), 96-120. Öztürk, Y., & Seyhan, K. (2005). The place and importance of employee training in improving the quality of service provided in accommodation enterprises. <i>Gazi University Faculty of Commerce and Tourism Education Journal</i> , (1), 121-140. Mzimela, T., & Chikandiwa, C. (2017). Employee training and development practices in the Tourism and Leisure sector in KwaZulu-Natal, South Africa. <i>African Journal of Hospitality, Tourism and Leisure</i> , 6(4), 1-17.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Employee Training	
8	Topics from week 1-7			Midterm Exam	
9	Bingöl, D. (2019). Human resources management (11th ed.). Beta Publications (Page 339-276). Kılıç, G., & Öztürk, Y. (2009). Career management: an application in five star hotels. <i>Anatolia: Tourism Research Journal</i> , 20(1), 45-60. Pelit, E., & Çetin, A. (2022). Career management and problems as a human resources management function: A theoretical review in the example of tourism enterprises. <i>Labor Relations Journal</i> , 13(2), 28-54.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Career Management	
10	Bingöl, D. (2019). Human resource management (11th ed.). Beta Publications (Pages 377-426). Wei, F. (2022). Performance evaluation of tourism human resource management based on fuzzy data mining. <i>Journal of Mathematics</i> , 2022(1), 3745377.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Employee Evaluation	
11	Benligiray, S. (2001). Business Valuation Maintains Its Validity. <i>Anadolu University Journal of Economics and Administrative Sciences</i> , 17(1), 1-34. AKINCI, Z., Kasalak, M., & Yurcu, G. (2015). Using goal programming technique in scoring method in job evaluation processes of accommodation establishments. <i>Journal of Tourism Theory and Research</i> , 1(1), 29-39. Miciuła, I., Kadłubek, M., & Stępień, P. (2020). Modern methods of Business Valuation—case study and new concepts. <i>Sustainability</i> , 12(7), 2699.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Job Evaluation	
12	Bingöl, D. (2019). Human resources management (11th ed.). Beta Publications (Page 427-482). Pelit, E., & Gökçe, F. (2019). Job evaluation-wage management process as a human resources management function and the encountered problems: A conceptual evaluation on tourism enterprises. <i>Turkish Tourism Research Journal</i> , 3(3), 369-382.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Wages	

Order	PreparationInfo	Laboratory	TeachingMethods	Theoretical	Practise
13	Peliç, E., & Gökçe, F. (2020). Problems within the scope of bureaucratic and disciplinary procedures in human resources management: a theoretical examination in the example of tourism enterprises. Ankara Hacı Bayram Veli University Tourism Faculty Journal, 23(1), 52-77. Rumaningsih, M., Sumarto, L., & Kasidin, K. (2022). Improvement of hr performance by a working condition approach, and work content with discipline as an intervention variable (Case Study of The Department of Tourism Subo Suko Wono Sraten/Solo Raya). International Journal of Economics, Business and Accounting Research (IJEBA), 6(2), 1644-1655. Hasmanto, B., Rusilowati, U., & Herawaty, L. (2019). Analysis of leadership and work discipline in improving the performance of employees at the general bureau, staffing and organization of the Ministry of Tourism. In Business Innovation and Development in Emerging Economies (pp. 254-268). CRC Press.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Discipline	
14	Milićević, A. L., & Cvetkovski, T. (2016, June). The importance of cultural differences and tourism development. In Tourism International Scientific Conference Vrnjačka Banja-TISC (Vol. 1, No. 1, pp. 469-484). Oćokoljić, V. C., & Babić, S. (2016, June). THE IMPORTANCE OF CULTURE AND HUMAN RESOURCE MANAGEMENT IN TOURISM. In Tourism International Scientific Conference Vrnjačka Banja-TISC (Vol. 1, No. 1, pp. 485-501).		Theoretical Lectures and Discussions Research-Based Learning Group Work	Different Cultures in Tourism (Cultural Differences)	
15	Bingöl, D. (2019). Human resource management (11th ed.). Beta Publications (Pages 527-546). Lafferty, G., & McMillen, J. (1989). Labor for leisure. Work and industrial relations in the tourism industry. Case studies of casinos. Labor & Industry: a journal of the social and economic relations of work, 2(1), 32-59. Cooper, C., & Shepherd, R. (1997). The relationship between tourism education and the tourism industry: Implications for tourism education. Tourism recreation research, 22(1), 34-47.		Theoretical Lectures and Discussions Research-Based Learning Group Work	Industrial Relations	
16				Final Exam	

Workload

Activities	Number	PLEASE SELECT TWO DISTINCT LANGUAGES
Vize	1	2,00
Ara Sınav Hazırlık	5	2,00
Final Sınavı Hazırlık	4	3,00
Teorik Ders Anlatım	14	3,00
Ders Öncesi Bireysel Çalışma	14	4,00
Final	1	2,00
Araştırma Sunumu	14	2,00
Seminer	14	2,00

Assesments

Activities	Weight (%)
Ara Sınav	20,00
Final	60,00
Dönem Ödevi	20,00

	P.O. 1	P.O. 2	P.O. 3	P.O. 4	P.O. 5	P.O. 6	P.O. 7	P.O. 8	P.O. 9	P.O. 10	P.O. 11	P.O. 12	P.O. 13	P.O. 14	P.O. 15
L.O. 1															
L.O. 2															
L.O. 3															

Table :

- P.O. 1 :** Turizm İşletmeciliği alanında ve ilgili disiplinlerde sahip olduğu bilgiyi uzmanlık düzeyinde geliştirir ve derinleştirir.
- P.O. 2 :** Turizm alanı ile ilgili ulusal ve uluslararası hukuki düzenlemeleri kavrar ve uygular.
- P.O. 3 :** Turizm sektöründeki güncel konular ve sorunlar için yaratıcı ve pratik çözüm önerileri geliştirir.
- P.O. 4 :** Bilimsel araştırma yöntemlerini kullanarak alanıyla ilgili bir araştırmayı planlar, yürütür, değerlendirir ve rapor halinde sunar.
- P.O. 5 :** Makro ve mikro ölçekte turizm plan ve politikaları konusunda ayrıntılı bilgi sahibi olur.
- P.O. 6 :** Ulusal ve uluslararası turizm işletmelerini etkin şekilde yönetebilmek için gerekli olan önemli işletmecilik ilkelerini bilir, eleştirel şekilde değerlendirir ve uygular.
- P.O. 7 :** Turizm işletmeciliği ile ilgili rekabet stratejileri geliştirir ve uygular.
- P.O. 8 :** Alanında uzmanlık gerektiren konularda bir çalışmayı başkalarıyla ve bağımsız olarak etkin bir şekilde yürütür.
- P.O. 9 :** Yaşam boyu öğrenme için gerekli olan davranışlar ve yetkinlikler geliştirir.
- P.O. 10 :** Edindiği bilgi ve becerileri analiz eder, eleştirel şekilde yorumlar ve değerlendirir.
- P.O. 11 :** Bir yabancı dili en az Avrupa Dil Portföyü B2 genel düzeyinde kullanarak sözlü ve yazılı iletişim kurar.
- P.O. 12 :** Turizm İşletmeciliği alanıyla ilgili bilgisayar yazılımı, bilgi ve iletişim teknolojilerini ileri düzeyde kullanır.
- P.O. 13 :** Toplumsal ve mesleki etik değerleri kavrar, eleştirel bakış açısıyla değerlendirir ve uygun davranışlar geliştirir.
- P.O. 14 :** Yazılı ve sözlü olarak etkili iletişim ve sunum becerileri gösterir.
- P.O. 15 :** Sosyal adalet, kültürel değerler ve çevreye duyarlılık gibi konularda yeterli bilince sahip olur.
- L.O. 1 :** İnsan Kaynakları Yönetimi ile ilgili temel tanımları yapar
- L.O. 2 :** İnsan Kaynakları Yönetimi İşlevlerini bilir.
- L.O. 3 :** İnsan kaynakları alanında bilimsel araştırmaları analiz eder