

## **HUMAN RESOURCES MANAGEMENT**

### **Qualification Awarded**

Graduate Diploma with Thesis is awarded to students who graduate from this program.

### **Level of Qualification**

Students who successfully complete this program are awarded a Master's Degree with Thesis in their field.

### **Specific Admission Requirements**

The graduates of the Human Resources Management undergraduate program and the graduates of the Faculty of Economics and Administrative Sciences, Business and Economics can apply to the Human Resources Management Master's Program. However, graduates of other undergraduate programs are also entitled to enroll in the master's program with thesis, provided that they complete the scientific preparation program. Candidates who will apply to the related department's master's with thesis and scientific preparation programs must have a minimum GPA of 55 out of 100 or a minimum 2.00 (CC) equivalent in the 4-point system. The candidate's Academic Personnel and Graduate Education Entrance Exam (ALES) equally weighted score will be evaluated and must have obtained at least 55 standard points from this type of score. Candidates who are successful in the Interview Exam of the Master's Program are accepted to the master's program with thesis.

### **Specific Arrangements for Recognition of Prior Learning**

Candidates can be exempted from some courses according to Kayseri University Postgraduate Education and Training Regulation. Based on certain principles, courses previously taken from another educational institution are exempted from graduation credits if the learning outcomes of the courses comply with the program.

### **Qualification Requirements and Regulations**

Master's degree 2.-4. pass all the courses in the program (120 ECTS) in the semester and 4th-6th. is given to students who successfully defend their thesis in the second term.

## **Profile of the Program**

In order to apply for a master's program with thesis, candidates must: Students are required to get at least 55 points from ALES in Equal Weight score type with the undergraduate diploma obtained from the departments specified in the student admission conditions.

There is no foreign language requirement in the Human Resources Management Master's Program with Thesis. The duration of education is limited to four / six semesters, regardless of whether they have registered for each semester, starting from the semester in which the courses related to the human resources management program are given, regardless of the time spent in scientific preparation. Within the scope of the Human Resources Management Master's Program with Thesis, along with the courses of basic management sciences such as Scientific Research Methods and Management Psychology; Human Resources Planning and Business Analysis; Worker's health and work safety; Finding Human Resources, Selection and Training; Human Resources Performance and Career Management; Job Evaluation and Wage Management; Labor Market Theory and Applications and International Human Resources Management courses are included. Thus, it is ensured that the student, who has completed the master's courses in the relevant program area, has comprehensive knowledge of both management and human resources management disciplines.

This program trains academicians with expert staff, ensures the dissemination of science in their field and contributes to the development of the literature. In addition, important results are achieved in practice with field research studies and solutions are offered. Graduates gain the skills of scientific writing, speaking and commenting in the field of Human Resources Management.

## **Key Learning Outcomes**

- 1- In addition to his undergraduate competencies, he develops and deepens his knowledge in human resources management at the expert level.
- 2- Has advanced knowledge of all functions of human resources management and their interactions.
- 3- Explain the interaction of human resources management with related disciplines.
- 4- Has the ability to transfer his knowledge of human resources management to employees and teammates.

- 5- Has the ability to analyze, interpret and evaluate the information in the field of human resources management analytically and systematically.
- 6- It carries out a study independently on subjects that require expertise regarding human resources management.
- 7- Sets the vision, purpose and goal for the organization.
- 8- Critically evaluates the acquired knowledge and skills.
- 9- Uses computer software, information and communication technologies at a level to be able to collect data, enter and analyze data regarding human resources management.
- 10- Behaves in accordance with business and social ethical values.
- 11- Fulfills its responsibilities as an executive and a participant in original projects related to human resources management.
- 12- Can carry out scientific studies in the field of human resources alone.

### **Occupational Profiles of Graduates with Examples**

Graduates; She can work as a Human Resources Specialist in the Human Resources departments of public and private institutions and organizations. They can be appointed as Human Resources Specialists according to the Public Personnel Selection Examination (KPSS). However, graduates can also establish their own businesses as entrepreneurs. Some of the graduates can continue their Doctorate Programs and have the opportunity to work in the academic staff of some universities in our country and abroad.

### **Access to Further Studies**

Students who graduate from the Human Resources Management Master's Program with Thesis can apply to doctoral programs that offer education in the same field. For application to doctoral programs, graduation grade point average, equally weighted ALES score and foreign language score are taken into consideration.

## Course Structure Diagram with Credits

1st Semester Course Plan					
Course unit code	Course unit title	Type of course unit	Lecture + Recitation	Local credits	ECTS credits
İKY 501	SCIENTIFIC RESEARCH METHODS	Compulsory	3+0	6,00	6,00
İKY 503	HUMAN RESOURCES PLANNING AND JOB ANALYSIS	Elective	3+0	6,00	6,00
İKY 505	RECRUITMENT AND TRAINING	Elective	3+0	6,00	6,00
İKY 509	MANAGEMENT PSYCHOLOGY	Elective	3+0	6,00	6,00
İKY 519	WORKER'S HEALTH AND WORK SAFETY	Elective	3+0	6,00	6,00
The students are to take a total of 30 ECTS every semester giving priority to compulsory courses.					
2nd Semester Course Plan					
Course unit code	Course unit title	Type of course unit	Lecture + Recitation	Local credits	ECTS credits
İKY 502	DEPARTMENT OF DEPARTMENT	Compulsory	3+0	6,00	6,00
İKY 506	JOB VALUATION AND WAGE MANAGEMENT	Elective	3+0	6,00	6,00
İKY 508	HUMAN RESOURCES PERFORMANCE VALUATION AND CAREER MANAGEMENT	Elective	3+0	6,00	6,00
İKY 514	ULUSLARARASI INSAN KAYNAKLARI YÖNETİMİ	Elective	3+0	6,00	6,00
İKY 516	THEORY AND APPLICATIONS OF LABOR MARKET	Elective	3+0	6,00	6,00
The students are to take a total of 30 ECTS every semester giving priority to compulsory courses.					
3rd Semester Course Plan					
Course unit code	Course unit title	Type of course unit	Lecture + Recitation	Local credits	ECTS credits
İKY 601	SPECIAL FIELD COURSE I	Compulsory	4+0	5,00	5,00
İKY 603	THESIS STUDY I	Compulsory	0+1	25,00	25,00
KAYÜ-001	WAITING BOARD REPORT	Elective	0+0	0,00	0,00
The students are to take a total of 30 ECTS every semester giving priority to compulsory courses.					
4th Semester Course Plan					
Course unit code	Course unit title	Type of course unit	Lecture + Recitation	Local credits	ECTS credits
İKY 602	RESEARCH AREA II	Compulsory	4+0	5,00	5,00
İKY 604	THESIS STUDY II	Compulsory	0+1	25,00	25,00
KAYÜ-001	WAITING BOARD REPORT	Elective	0+0	0,00	0,00
The students are to take a total of 30 ECTS every semester giving priority to compulsory courses.					

## Examination Regulations, Assessment and Grading

Measurement and evaluation are made according to Kayseri University Postgraduate Education and Training Regulation.

## Graduation Requirements

To take courses equivalent to 60 ECTS, including at least 7 courses (one of which includes scientific research techniques and research and publication ethics) and a seminar course in the master's program with thesis, with a minimum of 120 and a maximum of 180 ECTS. has to. Maximum two of the courses to be taken by a master's student with thesis can be

selected from undergraduate or graduate courses offered in other higher education institutions, provided that they have not been taken during undergraduate education. In addition, with the approval of the advisor, courses can be selected from other undergraduate and graduate programs within the University. At most two of the courses to be taken within the university can be selected from undergraduate courses provided that they have not been taken during undergraduate education. The total ECTS to be taken from another program and another higher education institution cannot exceed 30. In the master's program with thesis, the minimum education period is 4 semesters and the maximum education period is 6 semesters. A student can take a maximum of 45 ECTS courses in one semester. At the end of the fourth semester, at least 8 60 ECTS courses (provided that one of these courses is a seminar and one is scientific research techniques and research and publication ethics), the student is not registered. After the approval of the thesis subject by the institute board of directors, the student has to enroll in the field of specialization course and thesis study for 2 semesters from the beginning of the term. Students who will submit their thesis must renew their registration in the current semester before submitting their thesis. Students who do not meet this requirement cannot submit their thesis. Students who meet these requirements graduate as a result of their thesis defense and are awarded a Master's Degree with Thesis diploma. On the master's diploma with thesis, the approved name of the program in the department of the institute followed by the student is written. If there is a program or branch of science in the relevant department / department, its name can be indicated in parentheses at the end of the department / department.