

ANKARA YILDIRIM BEYAZIT UNIVERSITY – DEPARTMENT OF POLITICAL SCIENCE AND PUBLIC ADMINISTRATION COURSE SYLLABUS					
Course Code	Course Title	Course Type	ECTS Credits	Prerequisite Information	Date of Preparation
PSPA431	Turkish Public Personnel Administration	Elective	6	-	September 2026
Instructor of the Course & E-Mail Address	Assoc. Prof. Dr. Süha Oğuz ALBAYRAK (soalbayrak@aybu.edu.tr)				
Office Hours & Office Room	Wednesday, 11.00-12.00, Office No: B352				
Course Content and Objectives	The aim of this course is to introduce the student to the Public Personnel System in Turkey. In the 1960s, the Turkish public personnel regime which was regulated with centralized and statutory understanding accordance with Fordist accumulation regime. The personnel regime shaped by the Civil Servants Law No: 657, which bears a monist, statutory and corporatist identity. The task undertaken involves outlining the constitutional-legal basis and institutional features of the contemporary personnel system, as well as exploring the historical dynamics and processes that contributed to the formation of the current system. The course also touches upon the key issues pertaining to the functioning of, and problems faced by, the Turkish public personnel regime. In that regard, both domestic and international pressures pushing the personnel system towards reform, as well as the applicability of such reforms will also be discussed. Course Objectives: - To learn the basic concepts, actors and reform topics of Turkish public personnel administration - To recognize the basic concepts used in Turkish public personnel management such as "civil servant", "contracted personnel", "worker", "public personnel", "public servant" and to distinguish the differences between them. - Identifying the main actors of Turkish public personnel administration. - To teach in detail the process of entering public service in Türkiye. - Demonstrate a basic understanding of the process of public policy-making and make sense of some of the administrative practices in Türkiye; - Identify new approaches to public personnel administration with a focus on 'new public management' theories.				
Textbook(s)	▪ <i>R.Paul Battaglio, (2015), Public Human Resource Management, SAGE.</i> ▪ <i>Lloyd G.,Nigro; j.Edward Kellough, (2014), The New Public Personnel Administration, WADSWORTH Cengage Learning.</i> ▪ <i>Süha Oğuz Albayrak, , (2016), Kariyer Uzmanlık Sistemi, TODAİE Yayını, Ankara.</i> ▪ <i>Onur Ender Aslan (2005), Kamu Personel Rejimi, TODAİE Yayınları, Ankara.</i>				
Teaching Methods and Techniques	The course will be conducted through a combination of lectures, case analyses and class discussions.				

Course Learning Outcomes (CLO)	1	Information	Analyze the basics of Turkish Public Personnel Administration							
	2	Information	Analyze the size and distribution of Turkish Public Personnel							
	3	Skill	Develops critical thinking skill							
	4	Information	Examine the working conditions, salary, leave and disciplinary system of Turkish civil service							
	5	Information	Comparison of public personnel systems in foreign countries (US, UK and Germany)							
	6	Competence	Develops analytical thinking skills							
Program Outcomes Contributed by the Course	Program Outcomes (PO)									
	P01	Defines and interprets the core concepts, theories, and approaches of political science, public administration, law, and urbanization–environment.								
	P02	Compares the intellectual foundations of major political ideologies and of social-difference phenomena such as religion, identity, nationalism, and ethnicity, and analyzes their reflections on politics and society.								
	P03	Analyzes the historical development of Turkish political life, state–society relations, and Türkiye's administrative-constitutional structure.								
	P04	Analyzes relations among societies and states in the context of world history, and evaluates current developments at national, regional, and global levels on a theoretical basis.								
	P05	Defines the core concepts and principles of economics and public finance and explains the relationship between fiscal and economic policies and political-administrative decisions.								
	P06	Interprets public and private law legislation and transfers legislative change into administrative implementation processes.								
	P07	Uses quantitative and qualitative research methods to collect and analyze data and to make scientific inferences about political-administrative phenomena.								
	P08	Evaluates urbanization and environmental problems at local, national, and global scales and develops policy proposals to address them.								
P09	Recognizes professional roles and employment fields in the public, private, and civil-society sectors and applies acquired knowledge to these fields with professional, scientific, and ethical responsibility.									
Contribution of the Course to Field Instruction	Upon completion of this course, the student will learn the fundamental structure and functioning of Turkish public personnel management while simultaneously developing their critical thinking skills. Furthermore, they will gain the opportunity to make comparisons with practices in other countries regarding the operation of public personnel management.									
	ÖÇ	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Tüm	5	5	4	4	4	5	5	5	5
	Ö1	5	5	5	4	4	5	4	5	4
	Ö2	4	5	5	4	5	5	5	5	5
	Ö3	4	4	4	5	5	5	5	4	5
	Ö4	5	5	4	4	5	5	5	4	5
	Ö5	5	5	5	4	4	4	5	4	4
	Ö6	5	5	5	5	5	4	4	5	4

Topics Covered in the Course	Weeks	Topics	Reading Materials	
	1. Week	Course introduction	Introduction	
	2. Week	History of Turkish Public Personnel Regime	Süha Oğuz Albayrak, (2016), Onur Ender Aslan (2005	
	3. Week	The constitutional and legal basis of the personnel system	Turkish Constitution	
	4. Week	Quantitative structure of Public Personnel	SBB official statistic R.Paul Battaglio, (2015) C.3 Lloyd G.,Nigro; j.Edward Kellough, (2014) C.4	
	5. Week	Contract Personnel Employment	Contract Personnel article	
	6. Week	General rights, duties and responsibilities of civil servants	Civil Servants Code No: 657	
	7. Week	Recruitment System	Lloyd G.,Nigro; j.Edward Kellough, (2014) C: 5	
	8. Week	Midterm week (No lecture)		
	9. Week	Salary System	Civil Servants Code No: 657 R.Paul Battaglio, (2015), C.6	
	10. Week	Directing the public personnel system with the trade unions	Article on Public Sector Trade Unionism by Süha Oğuz Albayrak	
	11. Week	Promotion System and Performance Evaluation	R.Paul Battaglio, (2015) C:4	
	12. Week	Disciplinary action	Civil Servants Code No: 657	
	13. Week	Comparison of public personnel systems in foreign countries (US, UK and Germany)	R.Paul Battaglio, (2015) C:6 Lloyd G.,Nigro; j.Edward Kellough, (2014), C: 4	
	14. Week	The Future of Public Personnel Administration	Lloyd G.,Nigro; j.Edward Kellough, (2014), C:6	
	15. Week	Final Exam		
Course Evaluation Criteria	In-Term Studies		Quantity	Percentage %
	Mid-terms		1	%40
	Quizzes			%
	Assignments			%
	Attendance			%
	Practice			%
	Project			%
	Final examination		1	%60
	Total			100%
Disability Policy	If you have a documented disability (e.g., visual, hearing, or physical impairment, etc.) that may influence your performance in this course, it is recommended to meet with the Engelsiz AYBU (https://aybu.edu.tr/engelsiz/content_list-327-yildirim-beyazit-universitesi-engelsiz-universite-birimi-yonergesi.html) to arrange for reasonable conditions (such as accommodation, etc.) to ensure an equitable opportunity to meet all the requirements of this course. You may also contact the relevant authority of the Faculty of Political Sciences. You should communicate your needs to the course instructor as soon as possible to ensure that any course needs concerning exams, lecture materials, etc. are met.			
Artificial Intelligence (AI) Tools Usage Policy	Assessment in this course is based solely on a midterm and a final exam; therefore, no assignments, projects, or papers are required. Students are welcome to use generative artificial intelligence (AI) tools (e.g., ChatGPT, Claude) as supplementary "study assistants" to help understand course materials, review complex topics, and prepare for exams. However, since all examinations will be conducted in-class (proctored), the use of AI tools or any smart devices during exams is strictly prohibited and will be treated as a direct violation of academic integrity (cheating).			