

**ANKARA YILDIRIM BEYAZIT UNIVERSITY – DEPARTMENT OF MANAGEMENT
COURSE SYLLABUS**

Course Code	Course Title	Course Type	ECTS Credits	Prerequisite Information	Date of Preparation
BUS 331	HUMAN RESOURCE PLANNING AND DEVELOPMENT	Elective	5	-	09.09.2025
Instructor of the Course & E-Mail Address	Asst. Prof. İpek METE ipekmete@aybu.edu.tr				
Office Hours & Office Room	Thursday 12:30-13:00 & 15:00-16:00				
Course Content and Objectives	This course provides the students a complete and integrated understanding of human resource planning and human resource development in organizations. The first part of the course will focus on human resource development, which involves planned activities designed by an organization to provide its members with the opportunities to learn necessary skills to meet current and future job demands. The second part of the course will cover the topics of strategic human resource planning, specifically the processes of determining human resource demand and supply.				
Textbook(s)	Monica Belcourt & Kenneth McBey. (2019). Strategic Human Resources Planning. 7 th Ed. Nelson Education. Jon M. Werner & Randy L. DeSimone. (2012). Human Resource Development. 6 th Ed. Cengage Learning.				
Teaching Methods and Techniques	Each class will cover topics on HR planning and development and include exercises and case studies on the topics where applicable. The class meetings will be held face to face. <u>Participation in class exercises, group project and group presentation will be part of the grading.</u>				
Course Learning Outcomes	1	Understand the principles of strategic HR planning and its alignment with organizational objectives.			
	2	Assess workforce requirements and develop strategic plans to meet those needs.			
	3	Design, implement, and evaluate HRD programs, including training and leadership development.			
	4	Explore the role of AI and technology in workforce development and its impact on future HR practices.			
	5	Create succession plans and evaluate talent management strategies.			
Program Outcomes Contributed by the Course	Program Outcomes (PO)				
	PO 1.	Graduates are equipped with up-to-date conceptual and applied knowledge of their field of study			
	PO 2.	Graduates can devise solutions to organizational or business problems using conceptual, applied, and methodological skills acquired during Program experience			
	PO 4.	Graduates write and speak fluently in English			
	PO 6.	Graduates are ethically aware, know how business decisions affect those not directly involved in making of these decisions			
	PO 7.	Graduates are knowledgeable about laws, rules, and moral codes that apply to their field of work			
	PO 8.	Graduates are open-minded, willing to fight discrimination of all kinds in workplaces and business environment			
PO 9.	Graduates are knowledgeable about fundamental environmental and social issues				
Contribution of the Course to Field Instruction	This course provides the students a complete and integrated understanding of human resource planning and human resource development in organizations.				

Topics Covered in the Course	1. Week	Introduction
	2. Week	Strategic Management
	3. Week	Aligning HR with Strategy, Environmental Influences on HRM
	4. Week	Introduction to Human Resource Development (HRD)
	5. Week	Influences on Employee Behavior
	6. Week	Learning and HRD
	7. Week	Assessing HRD Needs
	8. Week	Midterm Week
	9. Week	Designing and Implementing HRD Programs
	10. Week	Evaluating HRD Programs
	11. Week	HRD Applications: Onboarding, Skills & Technical Training
	12. Week	The HR Forecasting Process
	13. Week	Determining HR Demand & Ascertaining HR Supply
	14. Week	Group Presentations
	15. Week	No class – January 1 st

Course Evaluation Criteria	In-Term Studies	Quantity	Percentage %
	Mid-terms	1	%25
	Exercises	5	%10
	Assignments		%
	Attendance		%
	Group Presentation	1	%10
	Group Project	1	%20
	Final examination	1	%35
	Total		100%

Disability Policy	<p>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 Business School 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 local authority of the Faculty of Humanities and Social 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.</p>
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