



Eskişehir Osmangazi University
Faculty of Tourism
Gastronomy and Culinary Arts Course Information Form

Term	Spring		
COURSE CODE	271218012	COURSE NAME	Human Resources Management

SEMESTER	WEEKLY COURSE HOURS			COURSE			
	Theoretical	Practice	Laboratory	Credits	ECTS	Type	Language
VI	3	0	0	3	4	CORE (X) ELECTIVE ()	Turkish

COURSE CATEGORY

Supportive Courses	Basic Vocational	Proficiency/Field	Human, Communication, and Management Skills	Transferable Skills
	X			

ASSESSMENT CRITERIAS

DURING TERM	Activity	Number	Percentage (%)
	I. Mid-Term		1
II. Mid-Term			
Quiz			
Homework			
Project			
Report			
Other (.....)			
FINAL EXAM	Homework	1	60

PREREQUISITE(S) (IF ANY)	
COURSE CONTENT	Job analysis and job design, Reward management, Career management
COURSE OBJECTIVES	The main purpose of the course is to teach the theory of HRM functions at a sufficient level and to make the students gain the necessary information and ability to practice HRM functions
CONTRIBUTION OF THE COURSE TO THE VOCATIONAL TRAINING	
COURSE OUTCOMES	<ul style="list-style-type: none">● Ability to explain the concept and development of HRM● Being able to explain the work carried out in the HR department● Ability to put the knowledge gained through application examples regarding HRM functions into practice● Having information about job interviews and job application process● Ability to prepare a CV● Ability to apply business analysis studies to tourism businesses● Ability to interpret case studies about tourism businesses
TEXTBOOK(S)	Turizm İşletmelerinde İnsan Kaynakları Yönetimi – Elbeyi Pelit – Grafiker Yayınları
SUPPORTIVE RESOURCES	İnsan Kaynakları Yönetimi - Prof.Dr. Hatice Zümrüt TONUS Doç.Dr. Didem PAŞAOĞLU BAŞ - Açıköğretim Fakültesi Yayını No: 2931
EQUIPMENTS REQUIRED	

COURSE OUTLINE	
WEEK	SUBJECTS
1	Introduction to Human Resources Management
2	The Importance of HRM Management in Tourism Enterprises
3	HRM Planning in Tourism Enterprises
4	Work Analysis in Tourism Enterprises
5	Finding, Selection and Recruitment of Human Resources in Tourism Enterprises
6	Human Resources Training and Management in Tourism Enterprises
7	Midterm Exam
8	Performance Management in Tourism Enterprises
9	Job Evaluation and Wage Management in Tourism Enterprises
10	Career Management in Tourism Enterprises
11	Human Resources Retaining and Development in Tourism Enterprises
12	Industrial and Union Relations in Tourism Enterprises
13	Support Functions of Human Resources Management in Tourism Enterprises
14	Other Issues Related to Human Resources Management in Tourism Enterprises
15/16	Final Exam

No.	OUTCOMES	3	2	1
1	Knows and applies concepts, principles and theories in the field of gastronomy and culinary arts.			X
2	Have knowledge about nutrition principles and food science.			X
3	Demonstrates reading, comprehension, speaking and writing skills in a second foreign language at least at the European Language Portfolio B2 general level.			X
4	Communicates effectively in writing, verbally and non-verbally and demonstrates presentation skills.			X
5	Defines, analyzes, synthesizes and evaluates information and data in the field of tourism and gastronomy.			X
6	Knows and applies management theories and practices that can effectively manage a food and beverage business, and acquires entrepreneurial skills.		X	
7	Knows social and professional ethical values, evaluates them from a critical perspective and develops appropriate behavior.			X
8	Uses both basic and field-related information and communication technologies and software at an advanced level.			X
9	Gain knowledge about the basic concepts, theories, principles and facts in the field of business and economics.	X		
10	Have knowledge about national and international cuisines and apply them.			X
11	Knows and applies food and beverage cost control, menu planning and pricing.			X
12	Knows all processes related to food and beverage production, from the purchasing stage to the presentation stage, and solves any problems that may arise during these processes.			X
13	Knows and applies national and international legal regulations, professional standards, occupational safety and worker health principles related to the field of work.		X	
14	Knows and applies classical and modern production techniques in the field of food and beverage.			X
15	Evaluates food and dishes within the framework of history, geography, culture and nutritional sciences.			X
1:Never. 2:Few. 3:Many.				

Instructor Name: