



# MARMARA UNIVERSITY - Faculty of Business Administration

Business Administration (in English)

## SYLLABUS

Course Code	Course Title	Type of Course	Course Group * for electives	Weekly Course Hours		ECTS Credits	Prerequisite to minimum letter grade
				T	P		
OB2046	Managing Human Capital in Organizations	Elective		3	0	5	
Prerequisite		Minimum grade				Grade	
Language of Instruction							
Course Lecturer							
Short Course Content	The content of this course includes Organization, Intellectual capital, Human Capital, Social capital, Physical resources, Understanding human relations, Positive psychological resources, Positive Psychology and Positive Organizational Behavior.						
Course Objectives	The aim of this course is to discuss the importance of human capital in organizations and the role of human capital in providing organizational performance. Within the scope of the course, students will be able to learn different knowledge and approaches on organizational capital types. At the same time, they will have information about concepts such as human capital, social capital, psychological capital as organizational capital types.						
Recommended or Required Reading	1.	Luthans, Fred. (2006). Organizational Behavior, McGraw Hill, A. Baron, & M. Armstrong. (2006). Human Capital Management. Achieving Added Value through People. UK : Kogan Publishers					
Learning Outcomes	1.	Understanding the types of capital in organizations					
	2.	Understanding the role of human capital in organizations					
	3.	Understanding the importance of human and social capital for sustainability in organizations					
	4.	Understanding the importance of psychological capital in order to ensure individual and organizational performance in organizations					
	5.	Understanding the relationships between social systems, organizations, human capital, social capital, ethical capital, and intellectual de					
Planned Learning Activities and Teaching Methods							
WEEK	Date	Course Contents					
Week 1		Course Introduction and basic concepts					
Week 2		Organization and organizational environment concepts					
Week 3		Human-Organization-Environment-Resources and Organization components					
Week 4		Types of resources in resource-based theory and organizations					
Week 5		Human capital and its elements					
Week 6		Structure of social capital					
Week 7		Concepts of positive organizational behavior and quality of working life					
Week 8		Midterm(s)					
Week 9		The role of the human element in organizational performance and sustainability					
Week 10		Psychological capital structure and its components					
Week 11		The role of human capital in internal and external entrepreneurship					
Week 12		intellectual capital					
Week 13		Sustainability management					
Week 14		Behavioral issues in human capital management					
Week 15		Post-modern organizational psychology and human capital relations					
Week 16		Study week					
Week 17		Final					
Assessment Methods		Assessment Method	Quantity	Date		Weight in Total (%)	Weight in Semester Evaluation (%)
		Final Exam	1			50	0
		Final Make-up Exam (if exists)	1			50	0
		Semester Evaluation				50	100

Methods and Criteria	Midterm(s)		1		50	100.0
	Quiz(zes)					
	Project(s)					
	Homework(s)					
	Laboratory					
	Other					
*** ECTS Credit Calculation ***						
Evaluation Tool	Hour/Quantity	Student Workload Hours		Evaluation Tool	Quantity	Student Workload Hours
Theoretical hours	3.0	42.0		Quiz & preparation	10	10.0
Applied hours	0.0	0.0		Homework		
Laboratory	2.0	28.0		Project	5	5.0
Pre-class self study				Research and presentation		
Post-class self study				Seminar		
Post-application self study				Field study		
Exam preparation & Midterm	10	10.0		Atelier		
Exam preparation & Final	20	20.0		Other		
GENERAL TOTAL :					50.0	115.0
Recommended ECTS Credit (Total Hours / 25) :						5