

Second: Complete Study Plan for Human Resource Management & Digital Transformation Department (English Version)

- **Faculty Code:** 01 (Faculty of Business Intelligence)
- **Department & Major Code:** 15 (Department of Human Resource Management & Digital Transformation)
- **Total Graduation Credits:** 120 Credit Hours (40 Courses)
- **Credit Distribution:** 27 Cr. Faculty Requirements + 63 Cr. Major Compulsory Requirements + 30 Cr. Major Electives (Student selects 10 courses out of 12 offered courses totaling 36 Cr.).

1. Unified Faculty Requirements (27 Credit Hours / 9 Compulsory Courses)

Course Code	Course Name	Responsible Department	Credit Hours
0111101	Principles of Smart Management & Business	Business Administration (11)	3
0112101	Principles of Micro & Macro Digital Economics	Banking & Digital Economics (12)	3
0113101	Fundamentals of Business Intelligence & MIS	MIS & Business Intelligence (13)	3
0114101	Principles of Digital Marketing & Consumer Behavior	Digital Marketing & Analytics (14)	3
0115101	Leadership & Corporate Communication Skills	Human Resource Management (15)	3

Course Code	Course Name	Responsible Department	Credit Hours
0117101	Principles of Accounting & Financial Analysis	Forensic Accounting & Auditing (17)	3
0119101	Applied Statistics & Decision Modeling	FinTech & Risk Management (19)	3
0120101	Innovation & Design Thinking in Business	Innovation & Entrepreneurship (20)	3
0111102	Business Ethics & Digital Regulations	Business Administration (11)	3

2. Major Compulsory Requirements (63 Credit Hours / 21 Courses)

Course Code	Course Name	Offering Department	Credit Hours
0115201	Strategic Human Resource Management	Human Resource Management (15)	3
0115202	Digital Talent Sourcing & Recruitment	Human Resource Management (15)	3
0115203	Performance Management & Organizational Development	Human Resource Management (15)	3

Course Code	Course Name	Offering Department	Credit Hours
0115204	Compensation, Benefits & Incentive Engineering	Human Resource Management (15)	3
0115205	Scientific Research Methods in Behavioral Sciences & HR	Human Resource Management (15)	3
0111202	Strategic Management & Competitive Planning	Business Administration (11)	3
0111201	Advanced Organizational Behavior & Institutional Dynamics	Business Administration (11)	3
0113201	Human Resource Information Systems (HRIS & Cloud HR)	MIS & Business Intelligence (13)	3
0113302	People Analytics & HR KPI Dashboards	MIS & Business Intelligence (13)	3
0117201	Managerial Accounting & Human Capital Cost Analysis	Forensic Accounting & Auditing (17)	3
0115301	Change Management & Digital Organizational Transformation	Human Resource Management (15)	3

Course Code	Course Name	Offering Department	Credit Hours
0115302	Training, Development & Continuous Learning in the Digital Era	Human Resource Management (15)	3
0115303	Labor Relations & Modern Employment Law	Human Resource Management (15)	3
0115304	Succession Planning & Critical Talent Management	Human Resource Management (15)	3
0119301	Operational & Human Risk Management in Organizations	FinTech & Risk Management (19)	3
0114301	Employer Branding & Employee Experience (EX)	Digital Marketing & Analytics (14)	3
0112301	Labor Economics & Workforce Productivity	Banking & Digital Economics (12)	3
0115401	Digital Leadership & Innovation Culture	Human Resource Management (15)	3
0115402	Agile Organization Design & Restructuring	Human Resource Management (15)	3

Course Code	Course Name	Offering Department	Credit Hours
0115403	Applied Field Training in HRM & Digital Transformation	Human Resource Management (15)	3
0115404	Applied Graduation Project in HRM & Digital Transformation	Human Resource Management (15)	3

3. Major Elective Requirements (30 Credit Hours / Select 10 Courses out of 12 Offered)

Course Code	Course Name	Offering Department	Credit Hours
0115451	Remote Work Management & Global Virtual Teams	Human Resource Management (15)	3
0115452	Diversity, Equity & Inclusion Strategies (DEI)	Human Resource Management (15)	3
0115453	Mental Health & Well-being in Digital Work Environments	Human Resource Management (15)	3
0115454	Empowerment Strategies & Self-Motivation	Human Resource Management (15)	3
0111451	Crisis Management & Internal	Business Administration	3

Course Code	Course Name	Offering Department	Credit Hours
	Corporate Communication	(11)	
0113452	Artificial Intelligence & Automation in HR Processes	MIS & Business Intelligence (13)	3
0117451	Forensic Internal Auditing & Workplace Behavioral Investigation	Forensic Accounting & Auditing (17)	3
0114451	Internal Marketing & Employee Engagement	Digital Marketing & Analytics (14)	3
0120451	Innovation in Entrepreneurial Work Models & Future Skills	Innovation & Entrepreneurship (20)	3
0119451	Employee Turnover Modeling & Predictive Retention Analytics	FinTech & Risk Management (19)	3
0118451	Logistics Resource Planning & Workforce Distribution	Smart Supply Chain & Logistics (18)	3
0116451	Workplace Management & Smart Office Spaces	Real Estate & Investment (16)	