



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Performance And Compensation Management							
Course Code		İKY201		Course Level		Short Cycle (Associate's Degree)			
ECTS Credit	4	Workload	100 ( <i>Hours</i> )	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		Measurement of performance within the business properly, charged as a result of performance appraisal systems, management and pricing capabilities will provide jobs.							
Course Content		The Importance of Performance Management and Features, Performance Planning, Performance Measurement and Evaluation, Performance and Improvement, the importance of management fee, Wage Systems							
Work Placement		Students must have to complete their internship within the required time and properties. The required rules are describes at the Adnan Menderes University, Sultanhisar Vocational School, Student Internship Instructions.							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)									

### Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	70

### Recommended or Required Reading

1	İş Değerleme Ve Ücret Yönetimi, Gültekin YILDIZ ve Özlem BALABAN.
2	Performansı Ölçmek, Robert S. KAPLAN

Week	Weekly Detailed Course Contents	
1	Theoretical	The Importance of Performance Management and Features
	Preparation Work	instruction book
2	Theoretical	Performance Planning
	Preparation Work	instruction book
3	Theoretical	Performance Planning
	Preparation Work	instruction book
4	Theoretical	Performance Measurement and Evaluation
	Preparation Work	instruction book
5	Theoretical	Performance and Improvement
	Preparation Work	instruction book
6	Theoretical	The Importance of Management Fee and
	Preparation Work	instruction book
7	Theoretical	Wage Systems
	Preparation Work	instruction book
8	Preparation Work	instruction book
	Intermediate Exam	Midterm
9	Theoretical	Wage Systems
	Preparation Work	instruction book
10	Theoretical	Valuation of Work-Based Wage Systems in the mainly
	Preparation Work	instruction book
11	Theoretical	Market Salary Survey
	Preparation Work	instruction book
12	Theoretical	Market Salary Survey
	Preparation Work	instruction book
13	Theoretical	Payment of the works
	Preparation Work	instruction book
14	Theoretical	Payment of the works



14	Preparation Work	instruction book
15	Theoretical	Performance and Salary Management Computer Use
	Preparation Work	instruction book
16	Preparation Work	Preparation for final exam
	Final Exam	Final Exam

**Workload Calculation**

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	14	1	3	56
Assignment	1	10	0	10
Midterm Examination	1	15	1	16
Final Examination	1	17	1	18
Total Workload (Hours)				100
[Total Workload (Hours) / 25*] = ECTS				4

\*25 hour workload is accepted as 1 ECTS

**Learning Outcomes**

1	Research of the market wage
2	Performance planning, measurement and evaluation
3	The improvement and development of performance
4	Salary management and compensation systems
5	Pricing for the right jobs

**Programme Outcomes (Human Resources and Management)**

1	To use theoretical and applied knowledge in the field of human resources management
2	To examine various concepts and opinions in the field of human resources management, and evaluate related data.
3	To undertake individual and group responsibility in order to solve unforeseen complex problems and issues which are confronted in application process.
4	To be able to transmit self opinions and solutions to problems in the field of human resources management via written and oral channels.
5	To support self opinions and solutions to problems by qualitative and quantitative data and share this with other professionals or nonprofessionals.
6	To benefit from other disciplines which are related to human resources management and be acknowledged about these disciplines.
7	Legislation relevant to the profession and to follow the basic law to have knowledge in the field of public administration
8	To have societal, scientific and ethical values in gathering data, planning, executing and controlling human resources management issues.
9	Develop an awareness for the need for life long learning
10	To follow national and international contemporary issues
11	To become sensitive to Atatürk's principles and reforms, the right to use the Turkish language, the official correspondence of the basic ability to have the ability and understanding related to the field of foreign terms

**Contribution of Learning Outcomes to Programme Outcomes** 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L1	L2	L3	L4	L5
P2	4	4	4	4	
P3	3	3	3	3	3
P4	4	3	4	3	3
P5	3	4	4	3	4
P8	5	4	4	4	4

