



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

|  |   |   |                      |                            |   |                                |   |            |   |
|--|---|---|----------------------|----------------------------|---|--------------------------------|---|------------|---|
| Course Title                                     |   | Efficient Management Anddevelopment   |                      |                            |   |                                |   |            |   |
| Course Code                                      |   | ÇEİ506  |                      | Course Level               |   | Second Cycle (Master's Degree) |   |            |   |
| ECTS Credit                                      | 5 | Workload  | 122 ( <i>Hours</i> ) | Theory                     | 3 | Practice                       | 0 | Laboratory | 0 |
| Objectives of the Course                         |   | To comprehend productivity concept and firm-level productivity analysis, to explain programs and methods of productivity improvement strategy, to provide the ability to manage effectively human resources for productivity improvement.<br>Qualification of analyzing the relationship between employment and economical growth theoretically<br>Qualification of understanding the relationship between economical growth and employment in Turkey |                      |                            |   |                                |   |            |   |
| Course Content                                   |   | Wage theories, economic growth and employment relations   |                      |                            |   |                                |   |            |   |
| Work Placement                                   |   | N/A   |                      |                            |   |                                |   |            |   |
| Planned Learning Activities and Teaching Methods |   |   |                      | Explanation (Presentation) |   |                                |   |            |   |
| Name of Lecturer(s)                              |   |   |                      |                            |   |                                |   |            |   |

### Prerequisites & Co-requisites

|                   |        |
|-------------------|--------|
| Equivalent Course | EKO544 |
|-------------------|--------|

### Assessment Methods and Criteria

| Method              | Quantity | Percentage (%) |
|---------------------|----------|----------------|
| Midterm Examination | 1        | 40             |
| Final Examination   | 1        | 60             |

### Recommended or Required Reading

|   |  |
|---|--|
| 1 | Addison, John T.; Orgül Demet Öztürk, Minimum Wages, Labor Market Institutions, and Female Employment and Unemployment: A Cross-Country Analysis. IZA DP No. 5162, Bonn, September 2010. |
| 2 | Aksu, Ömer A.; Ücretler ve Verimlilik. İ.Ü. İktisat Fakültesi, Yayın No. 538, İstanbul, 1983.  |
| 3 | PROKOPENKO, Joseph (1992); Verimlilik Yönetimi: Uygulamalı Elkitabı, (Çev.: Olcay Baykal, Nevda Atalay ve Erdemir Fidan), MPM Yayın No: 476, Ankara.                                     |
| 4 | SIBSON, E. B. (1991); İşletmelerde İşgücü Verimliliğinin Artırılması, (Çev.: Sinan Artan ve İnci Artan), Bilim Teknik Yayınevi, İstanbul.  |

| Week | Weekly Detailed Course Contents |   |
|------|---------------------------------|---|
| 1    | Theoretical                     | Wage Systems and Management   |
| 2    | Theoretical                     | Definition of Productivity, Productivity Types, Its Relation with Other Concepts and Its Importance<br>Internal and External Factors that Effect Productivity of Enterprises, National-Level and Firm-Level<br>Productivity Analysis, Applied Approaches Used For The Measurement of Productivity in<br>Enterprises |
| 3    | Theoretical                     | Basic concepts of economical growth   |
| 4    | Theoretical                     | Basic concepts of employment  |
| 5    | Theoretical                     | Theories of employment  |
| 6    | Theoretical                     | Phillips Analysis   |
| 7    | Theoretical                     | Okun Law  |
| 8    | Intermediate Exam               | Midterm Exam  |
| 9    | Theoretical                     | Lorenz Curve  |
| 10   | Theoretical                     | The relationship between economical growth and employment   |
| 11   | Theoretical                     | Economical growth and employment in Turkey before 1980.   |
| 12   | Theoretical                     | Economical growth and employment in Turkey after 1980.  |
| 13   | Theoretical                     | Discussions on jobless growth   |
| 14   | Theoretical                     | Economical growth and employment relation in various countries  |
| 15   | Final Exam                      | Final Exam  |



**Workload Calculation**

| Activity                                     | Quantity | Preparation | Duration | Total Workload |
|--|----------|-------------|----------|----------------|
| Lecture - Theory                             | 14       | 2           | 3        | 70             |
| Midterm Examination                          | 1        | 20          | 1        | 21             |
| Final Examination                            | 1        | 30          | 1        | 31             |
| Total Workload (Hours)                       |          |             |          | 122            |
| [Total Workload (Hours) / 25*] = <b>ECTS</b> |          |             |          | 5              |

\*25 hour workload is accepted as 1 ECTS

**Learning Outcomes**

|   |  |
|---|--|
| 1 | Qualification of analyzing the relationship between employment and economical growth theoretically |
| 2 | Qualification of understanding the relationship between economical growth and employment in Turkey |
| 3 | To analyze the wage policy in micro and macro levels   |
| 4 | To comprehend general information on the wage policy and management at the national level.         |
| 5 | To be able to conduct a wage research and establish a salary system.                               |

**Programme Outcomes (Labor Economics and Industrial Relations Master)**

|    |  |
|----|--|
| 1  | Having theoretical information and ability to analyse working life with economic, social, psychological and legal dimensions and interpreting empirical results in the light of theoretical knowledge. |
| 2  | Using specialized theoretical and practical information in his/her professional life.  |
| 3  | Identifying basic problems on labour relations, developing modelling and solving skills. Creating projects concerning these problems, participating in or conducting these projects.                   |
| 4  | Addressing the problems encountered in the field of labour relations using the methods of scientific research.   |
| 5  | Acquiring scientific perspective by gaining research skills; thinking analytically, creating solutions based on facts, evidences and research results.   |
| 6  | By interpreting current developments in the light of qualitative and quantitative data, presenting the results in written, verbal and visual ways systematically.                                      |
| 7  | creating projects regarding to the problems, being a coordinator and taking the responsibility as a participant  |
| 8  | Having the ability of developing the application plans, strategy and politics about labor markets and social policy and monitoring and evaluating the obtained results.                                |
| 9  | Having information about the conflicts of business and social security law and solutions.  |
| 10 | Planning and applying the micro and macro level of human resource planning   |
| 11 | Being capable of working in a team, expressing himself verbally and in writing correctly.  |
| 12 | Being capable of professional ethics and sense of responsibility   |

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

|     | L1 | L2 | L3 | L4 | L5 |
|-----|----|----|----|----|----|
| P1  | 5  | 5  | 5  | 4  | 4  |
| P2  | 5  | 5  | 5  | 4  | 4  |
| P3  | 4  | 4  | 5  | 5  | 5  |
| P4  | 5  | 5  | 5  | 5  | 5  |
| P5  | 4  | 5  | 4  | 4  | 4  |
| P6  | 5  | 4  | 4  | 4  | 4  |
| P7  | 4  | 4  | 4  | 4  | 4  |
| P8  | 3  | 3  | 3  | 4  | 4  |
| P9  | 2  | 2  | 2  | 2  | 2  |
| P10 | 4  | 4  | 4  | 4  | 3  |
| P11 | 2  | 2  | 3  | 3  | 3  |
| P12 | 3  | 4  | 4  | 4  | 5  |

