AYDIN ADNAN MENDERES UNIVERSITY
COURSE INFORMATION FORM

Course Title	Wage Administration						
Course Code	İKYL507		Couse Level	Second Cycle (Master's Degree)			
ECTS Credit	5	Workload	129 *(Hours)*	Theory	3	Practice	0	Laboratory	0
Objectives of the Course	To understand the performance management, job evaluation, wage management, reward and proposal systems of human resources management in enterprises						
Course Content	HRM process, performance appraisal process and techniques, business appraisal and methods, business appraisal, wage, performance and relations, wage theories, wage systems, wage audit, wage efficiency relation						
Work Placement	N/A						
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	60

Recommended or Required Reading

1	Brown D. (1999). "Paying for Contribution", Kogan Page.

Week	Weekly Detailed Course Contents	
1	Theoretical	HRM Process
2	Theoretical	Performance evaluation process
3	Theoretical	Performance Evaluation Methods: Classical Methods
4	Theoretical	Performance Evaluation Methods: 360 Degree Performance Evaluation
5	Theoretical	Features of Active Performance Evaluation System
6	Theoretical	Errors Made To Performance Evaluation And To Be Taken
7	Theoretical	job evaluation process
8	Theoretical	Job evaluation: Sorting and Classification Methods
9	Intermediate Exam	Midterm
10	Intermediate Exam	Midterm Exam
11	Theoretical	Factoring and Scoring Method in Job Evaluation
12	Theoretical	Job Evaluation-Wage relations
13	Theoretical	Purposes of Wage Management and Principles of pricing
14	Theoretical	Establishment of Wage Structure, Design and Implementation of Wage Systems
15	Final Exam	Final Exam
16	Theoretical	Final Exam

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	12	1	3	48
Individual Work	16	1	1	32
Midterm Examination	1	16	1	17
Final Examination	1	32	0	32
			Total Workload (Hours)	129
			[Total Workload (Hours) / 25*] = **ECTS**	5

*25 hour workload is accepted as 1 ECTS

Learning Outcomes

1	To acquire the ability to use theoretical and practical knowledge in the fields of Human Resource Management and other social sciences

2	To be able to interpret basic business concepts from Human Resources Management point of view
3	Be aware of social, academic and professional ethical values
4	
5	
6	

Programme Outcomes *(Human Resource Management Master)*

1	To be able to apply the knowledge gained in the course to human resources
2	To be able to use scientific research techniques
3	To be able to identify, analyze and develop solutions for human resources problems
4	To be able to identify and use business tools, methods and approaches in the field of human resources
5	To have knowledge about current problems of human resources management

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

	L3
P1	5
P2	5
P3	5