Course Syllabus

Code - Course Title	**EİK518 - Job Evaluation and Compansation Management**
Course Type	II. SEMESTER
Laboratory + Practice	3+0
ECTS	**6.0**
Language of Instruction	Türkçe
Course Type	Elective Courses
Course Instructor(s)	DOÇ. DR. EMRE KOL

Mode of Delivery	Face to face
Place of Delivery	On Campus
Used Educational Platforms	Face-to-face
Prerequisites	There is no prerequisite or co-requisite for this course.
Courses Recomended	There is no recommended optional programme component for this course.
Recommended Resources	Human Resource Management; (Updated 10th Edition), Faculty Members of the Department of Human Resource Management, Istanbul University Faculty of Business Administration, Beta Publications: Istanbul.Human Resource Management; (Editor: Uğur Dolgun), (Revised 2nd Edition), Ekin Publishing: Bursa.Zeyyat Sabuncuoğlu; Human Resource Management; Ezgi Bookstore: Bursa.
Work Placement	N/A
Aims of the Course	To evaluate the job evaluation and compensation management functions of human resources management through exemplary applications.

Course Syllabus

Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 1		Wage and concepts related to wages; the importance of wage according to the interested parties	Lecture, Question & Answer, Discussion
Week - 2		Importance and the main objectives of the compensation management	Lecture, Question & Answer, Discussion
Week - 3		The main factors affecting the compensation management; based on time spent at work and the amount of work produced and performance-based compensation systems	Lecture, Question & Answer, Discussion, Case Study, Problem Solving, Brain Storming
Week - 4		Knowledge and skill-based pay, competence-based pay systems; global pay systems	Lecture, Observation, Question & Answer, Discussion, Case Study, Problem Solving, Brain Storming

Course Syllabus

Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 5		The definition and general principles, historical development, benefits and criticized aspects of job evaluation	Lecture, Observation, Question & Answer, Discussion, Case Study, Problem Solving
Week - 6		The phases of job evaluation processes, job analysis	Lecture, Question & Answer, Discussion, Case Study, Problem Solving, Brain Storming
Week - 7		Nonnumeric and numeric job evaluation methods	Lecture, Question & Answer, Discussion, Case Study, Problem Solving
Week - 8		Nonnumeric and numeric job evaluation methods	Lecture, Observation, Question & Answer, Discussion, Case Study, Problem Solving, Brain Storming
Week - 9		Pricing of jobs	Lecture, Question & Answer, Discussion, Case Study, Problem Solving
Week - 10		Market wage and salary survey	Lecture, Observation, Question & Answer, Discussion, Case Study
Week - 11		Establishment and implementation of the compensation system	Lecture, Observation, Question & Answer, Discussion, Case Study, Problem Solving, Brain Storming
Week - 12		Establishment and implementation of the rewarding system	Lecture, Observation, Question & Answer, Discussion, Case Study, Problem Solving

Course Syllabus

Weeks	Learning Outcomes	Topics	Teaching Methods
Week - 13		Establishment and implementation of the rewarding system	Lecture, Observation, Question & Answer, Discussion, Case Study, Problem Solving
Week - 14		Establishment and implementation of the rewarding system	Lecture, Observation, Question & Answer, Discussion, Case Study, Problem Solving, Brain Storming

Learning Outcomes

#	Learning Outcome
1	Explain wage and concepts related to
2	Understand the requirements and importance of compensation management
3	Know compensation systems and apply as necessary
4	Explain why and how to do the job evaluation
5	Knows the job valuation process steps and apply as necessary
6	Know how pricing Works and apply as necessary
7	Owns knowledge and skills to do market wage and salary survey

Sustainable Development Goals

✓ Decent Work and Economic Growth

Course Theme

✓ Economics, Finance and Management

AKTS Workload

Activity	Duration (Hour)	Count	Workload
Teorik Derse Katılım	0	0	0
Sınıf Dışı Çalışma (Ön Hazırlık & Pekiştirme Amaçlı)	0	0	0
Ödevler	0	0	0
Proje - Rapor - Sunum Hazırlama	0	0	0
Ara Sınav Hazırlığı (sınav süresi dahil)	0	0	0
Final Sınavı Hazırlığı (sınav süresi dahil)	0	0	0
Uygulama (Laboratuvar, Müzik/Enstrüman Uygulaması, Atölye/Saha Çalışması vb.)	0	0	0
Staj Uygulaması	0	0	0

AKTS Workload

Activity	Duration (Hour)	Count	Workload
		Calculated ECTS	**0**

Assessment Method and Passing Requirements

✓ Open-Ended Test ✓ Project ✓ Homework ✓ Presentation