

STUDY MODULE DESCRIPTION FORM		
Name of the module/subject Payment systems		Code 1011101351011161895
Field of study Management - Full-time studies - First-cycle	Profile of study (general academic, practical) (brak)	Year /Semester 3 / 5
Elective path/specialty -	Subject offered in: Polish	Course (compulsory, elective) elective
Cycle of study: First-cycle studies	Form of study (full-time,part-time) full-time	
No. of hours Lecture: 15 Classes: 15 Laboratory: - Project/seminars: -		No. of credits 4
Status of the course in the study program (Basic, major, other) (brak)		(university-wide, from another field) (brak)
Education areas and fields of science and art social sciences Economics		ECTS distribution (number and %) 4 100% 4 100%
Responsible for subject / lecturer: dr Hanna Włodarkiewicz-Klimek email: hanna.wlodarkiewicz-klimek@put.poznan.pl tel. 61 665 33 72 Faculty of Engineering Management Strzelecka 11		
Prerequisites in terms of knowledge, skills and social competencies:		
1	Knowledge	Student knows the basis terms concerning the merit and functions of management as well as rules of enterprise management. Student also knows the basis of human resource management
2	Skills	Student is able to discern, to associate and to interpret the occurrence appearing in organizations and its usage in human resource management area
3	Social competencies	Student understand and is prepared for holding social responsibility for the decisions made in human resource management area
Assumptions and objectives of the course: -The goal of the subject is to acquaint the students with classical and modern payment systems as well as to teach the practical skills concerning shaping the payment system		
Study outcomes and reference to the educational results for a field of study		
Knowledge:		
1. Student has the knowledge of the salaries merit and functions in organizations - [K1A_W06]		
2. Student knows the structure and forms of payment systems - [K1A_W08]		
3. Student knows the payment systems methods concerning analysis and evaluation - [K1A_W11]		
4. Student has the knowledge concerning the methods and tools of creating the classic and modern payment systems - [K1A_W13]		
5. Student has the knowledge of ethical behaviour in a process of creating the payment systems - [K1A_W15]		
6. Student knows the rules of authors - [K1A_W19]		
7. Student has the knowledge concerning shaping the payment systems in individual entrepreneurship - [K1A_W20]		
Skills:		

<p>1. Student is able to interpret social occurrences concerning labour market and payment - [K1A_U01]</p> <p>2. Student is able to use basis theoretical knowledge as well as to get data to analyze the processes and social occurrences of labour market and payment processes - [K1A_U02]</p> <p>3. Student is able to analyze the causes as well as to follow the processes and social occurrences on labour market and payment systems - [K1A_U03]</p> <p>4. Student is able to forecast the processes and social occurrences on labour market and payment systems using the standard methods and tools of economic and management sciences - [K1A_U04]</p> <p>5. Student is able to use properly standard systems as well as selected standard and rules aiming to solve problems concerning labour market and payment systems - [K1A_U05]</p> <p>6. Student is able to use acquired knowledge to resolve dilemmas appearing while professional work concerning shaping payment systems - [K1A_U06]</p> <p>7. Student is able to analyze offered solutions of managing problems concerning payment systems area and propose proper solutions in that scope - [K1A_U07]</p>
<p>Social competencies:</p> <p>1. Student is conscious of responsibility concerning own work as well as is ready to subordinate to the rules of teamwork and to held responsibility of commonly carried out tasks - [K1A_K02]</p> <p>2. Student is able to perceive cause and effect dependencies in carried out planned goals and to rank the importance of alternative or competitive tasks - [K1A_K03]</p> <p>3. Student is conscious of the importance of professional behavior as well as to obey ethical rules and respect of culture and views diversity - [K1A_K04]</p> <p>4. Student is able to carry the merit contribution for preparing the social projects in labour market and payment taking into consideration the law, economics and organizational aspects - [K1A_K05]</p> <p>5. Student is able to prepare payment system and to carry out them in practice - [K1A_K07]</p>

Assessment methods of study outcomes		
<p>-Forming grade:</p> <p>a) classes - on the basis of the evaluation the systematical progress of carried out tasks in a process of creating payment systems for organizations (case study).</p> <p>b) lectures: on the basis of the answers to the questions concerning the discussed problems at the previous lectures,</p> <p>Sum up grade:</p> <p>a) classes: (1)public presentation of the payment system concept as well as tools of implementation the systems in organizations; (2) discussion carried out after presentation (3) form and quality of prepared materials</p> <p>b) lectures: test, with the answer among them there is at least one correct answer; each question is scored from 0 to 1, exam is passed if reached at least 55% of points. It is possible to take the exam only if the classes are passed.</p>		
Course description		
<p>-The merit and functions of payment systems (payment systems structure, analysis and evaluation, shaping the classic and modern payment systems) shaping the payment strategy (strategies of SME?S, linking the payment strategy with the strategy of organization)</p>		
Basic bibliography:		
<p>1. Borkowska S., Strategie wynagrodzeń, Oficyna Ekonomiczna, Kraków 2006</p> <p>2. Sekuła Z., Struktury wynagradzania pracowników, Wydawnictwo Wolters Kluwer Polska, 2011</p> <p>3. Sekuła Z., Wynagrodzenia zmienne i rzeczowe, Oficyna Ekonomiczna, Kraków 2005</p>		
Additional bibliography:		
<p>1. Borkowska S.(red.), Wynagrodzenia - rozwiązywanie problemów w praktyce, Oficyna Ekonomiczna, Kraków 2004</p> <p>2. Armstrong M., Zarządzanie zasobami ludzkimi, Wydawnictwo Wolters Kluwer Polska, 2010</p>		
Result of average student's workload		
Activity	Time (working hours)	
1. Lectures	15	
2. Classess	15	
3. Consultation	30	
4. Own study	40	
Student's workload		
Source of workload	hours	ECTS

Total workload	100	4
Contact hours	60	3
Practical activities	45	2