COURSE DESCRIPTION CARD - SYLLABUS

Course name
Payment Systems [S1IZarz1E>SW]

Course

Field of study
Engineering Management

Year/Semester
2/4

Area of study (specialization)
–

Profile of study
general academic

Level of study
first-cycle

Course offered in
English

Form of study
full-time

Requirements
compulsory

Number of hours

Lecture
15

Laboratory classes
0

Other (e.g. online)
0

Tutorials
15

Projects/seminars
0

Number of credit points

3,00

Coordinators

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Lecturers

Prerequisites

Knowledge: The student knows the basic concepts related to the essence and functions of management, as well as enterprise management mechanisms and has a basic knowledge in the field of human resource management. Skills: The student has the ability to perceive, associate and interpret phenomena occurring in organizations and their use in the field of human resource management. Competences: The student understands and is prepared to take social responsibility for decisions in the field of human resource management.

Course objective

The aim of the course is to familiarize students with classic and modern remuneration systems, as well as to teach practical skills in shaping the remuneration system.

Course-related learning outcomes

Knowledge:
The student discusses various forms of remuneration, including developing compensation strategies based on the size of companies and their overall strategy [P6S_WG_01].
The student assesses the effectiveness of different compensation systems, considering their impact on

employee motivation and satisfaction [P6S_WG_15].
The student compares the impact of different compensation strategies on the financial and operational results of companies [P6S_WG_16].
The student thoroughly analyzes legal regulations and norms in designing compensation systems [P6S_WG_17].

Skills:
The student designs compensation systems, using analyses to achieve better ergonomic quality of the product and a house of quality for ergonomic product goals [P6S_UW_10].
The student develops and assesses compensation systems from the perspective of their impact on work efficiency and employee satisfaction [P6S_UW_11].
The student applies the ergonomic TRIZ method in designing compensation systems [P6S_UW_12].
The student conducts a morphological analysis and designs raise systems consistent with employee evaluation [P6S_UW_14].

Social competences:
The student creates compensation strategies that are coherent with the overall strategy of the enterprise and consider the diversity of employee needs [P6S_KK_02].
The student substantively contributes to projects related to compensation systems, considering economic, legal, and social aspects [P6S_KO_01].
The student explains and considers the ethical aspects of designing compensation systems, with the well-being of employees and the organization in mind [P6S_KR_02].

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Formative assessment:
a) in the scope of tutorials - based on the assessment of the current progress of task implementation in the process of creating a remuneration system for the organization (case study).
b) in the scope of lectures: on the basis of answers to questions about material processed in previous lectures,
Summative assessment:
a) in the scope of tutorials based on: (1) public presentation of the concept of the remuneration system and tools for implementing the system in the organization; (2) discussion after the presentation; (3) forms and quality of prepared materials - complex elaboration,
b) in the scope of lectures: exam in the form of a choice test, with answers among which at least one is correct; each question is scored on a scale of 0 to 1; the exam is passed after obtaining at least 55% of points. You can take the exam after passing the exercises - workshops.

Programme content

The essence and functions of remuneration, forms of remuneration, remuneration systems (structure of remuneration systems, analysis and evaluation of remuneration systems, shaping classic and modern remuneration systems), shaping the remuneration strategy (strategies of small, medium and large enterprises, linking the remuneration strategy with the general strategy of the enterprise) , employee evaluation and design of pay rise systems.

Course topics

none

Teaching methods

Monographic and conversational lectures.
Tutorials with using observation, demonstration and project methods.

Bibliography

Basic:
Changes in remuneration and reward systems Corral, Antonio ; Duran, Jessica ; Isusii, Inigo ; Fric, Karel ; Demetriades, Stavroula ; Aumayr-Pintar, Christine 2016

Borkowska S., Strategie wynagrodzeń, Oficyna Ekonomiczna, Kraków 2006
Sekuła Z., Struktury wynagradzania pracowników, Wydawnictwo Wolters Kluwer Polska, 2011
Włodarkiewicz-Klimek H., Kapitał ludzki w kształtowaniu zwinności organizacji opartych na wiedzy, Wydawnictwo Politechnik Poznańskiej, Poznań 2018

Additional:
Borkowska S.(red.), Wynagrodzenia - rozwiązywanie problemów w praktyce, Oficyna Ekonomiczna, Kraków 2004
Armstrong M., Zarządzanie zasobami ludzkimi, Wydawnictwo Wolters Kluwer Polska, 2010
Sekuła Z., Wynagrodzenia zmienne i rzeczowe, Oficyna Ekonomiczna, Kraków 2005
Articles:
https://www.tandfonline.com/doi/abs/10.1080/00207540210150652
Changes in remuneration practice in production: Success factors of sustainable remuneration systems for innovative concepts of work organization
Hans-Jörg Bullinger & Wolfram Menrad
International Journal of Production Research Volume 40, 2002 - Issue 15
https://pdfs.semanticscholar.org/beba/1cbc12219402ff36fb928ae3b87fef60b314.pdf
Designing Remuneration Systems of Organizations for Sustainable HRM: The Core Characteristics of an Emerging Field
Gintautas Radvila & Violeta Šilingien
International Journal of Human Resource Studies 2020, Vol. 10, No. 2

Breakdown of average student's workload

	Hours	ECTS
Total workload	75	3,00
Classes requiring direct contact with the teacher	30	1,00
Student's own work (literature studies, preparation for laboratory classes/ tutorials, preparation for tests/exam, project preparation)	45	2,00