

WAGE SYSTEM&PRODUCTIVITY

1	Course Title:	WAGE SYSTEM&PRODUCTIVITY
2	Course Code:	CAL4107
3	Type of Course:	Optional
4	Level of Course:	First Cycle
5	Year of Study:	4
6	Semester:	7
7	ECTS Credits Allocated:	5.00
8	Theoretical (hour/week):	3.00
9	Practice (hour/week):	0.00
10	Laboratory (hour/week):	0
11	Prerequisites:	None
12	Language:	Turkish
13	Mode of Delivery:	Face to face
14	Course Coordinator:	Prof. Dr. ÖZLEM IŞIGIÇOK
15	Course Lecturers:	
16	Contact information of the Course Coordinator:	E-mail: ozlemi@uludag.edu.tr Telefon: +902242941140 Posta Adresi: Uludağ Üniversitesi İİBF Çalışma Ekonomisi ve Endüstri İlişkileri Bölümü A Blok 5. Kat 16059 Nilüfer/BURSA
17	Website:	
18	Objective of the Course:	This course aims to teach the basics of wage notion, minimum wage and other types of wage; wage theories; methods of wage determination; wage management; wage systems; job and performance evaluation and
19	Contribution of the Course to Professional Development:	It will contribute to students' access to basic information about the concept of wage, minimum wage and other types of wages.
20	Learning Outcomes:	
	1	To be able to analyze the wage in theory which is used as a root concept in labour economics.
	2	Students will learn to discuss wage determination methods.
	3	Students will learn to examine wage management in an organisation
	4	To be able to examine how wages are evaluating step by step in an organisation.
	5	Students will learn to analyze the performance evaluation in an organisation.
	6	Students will learn to discuss the wage system which is appropriate for an organisation.
	7	To be able to follow and analyze the current discussions on wage policies in Turkey.
	8	Students will learn to compare the structure and level
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21	Course Content:	
	Course Content:	
Week	Theoretical	Practice

1	Reviewing the wage concept (wage rate-wage income, gross wage-net wage, monetary wage-real wage) in detail.			
2	Reviewing minimum wage and other types of wage (wage in kind, money wage, sliding scale of wages, participation in the profits, collective and effective wage, salary, subsistence wage, social wage) in detail			
3	Analyzing the birth of paid working society and the importance of wages for employees, employers, trade unions and state.			
4	Evaluating the orthodox wage theories (classical wage theory, wage-fund theory, surplus wage theory) and modern wage theories (marginal productivity theory, bargain theory, purchasing power theory, efficiency wage theory).			
5	Reviewing the determination patterns of wages and state intervention			
6	Evaluating the notion of wage policy and analyzing wage policy types (ill-pay policy, high pay policy, purchasing power policy, productivity-based wage policy).			
7	Reviewing the wage management, internal and external effects and basic issues in wage management. (midtern exam)			
8	Analyzing wages in terms of quantity and structure			
Activites		Number	Duration (hour)	Total Work Load (hour)
Theoretical				
11	Reviewing job evaluation and job evaluation-	14	3.00	42.00
Practicals/Labs		0	0.00	0.00
12	Analyzing performance evaluation-based self-study and preparation wage method: exploring its results	14	3.00	42.00
Homeworks		0	0.00	0.00
Projects	employees, employers and trade unions).	0	0.00	0.00
13	Setting up and implementation a wage			
Field Studies		0	0.00	0.00
Midterm Exams				
14	Evaluating the wages in developed and	1	24.00	24.00
Others		0	0.00	0.00
Final Exams				
22	Textbooks, References and/or Other	Isigöç, Özlem (2011). Ücret Teorisi, Politikası, Yönetimi,	40.00	40.00
Total Work Load				148.00
Total work load/ 30 hr				4.93
ECTS Credit of the Course				5.00
TERM LEARNING ACTIVITIES		NUMBE R	WEIGHT	
Midterm Exam		1	40.00	
Quiz		0	0.00	
Home work-project		0	0.00	
Final Exam		1	60.00	
Total		2	100.00	
Contribution of Term (Year) Learning Activities to Success Grade		40.00		
Contribution of Final Exam to Success Grade		60.00		
Total		100.00		

Measurement and Evaluation Techniques Used in the Course	Measurement and evaluation are made with multiple choice test questions, right-wrong questions, completion questions, short-answer written questions and small calculation questions.
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24	ECTS / WORK LOAD TABLE
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25	CONTRIBUTION OF LEARNING OUTCOMES TO PROGRAMME QUALIFICATIONS															
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ÖK1	3	4	2	1	1	3	2	2	1	3	0	0	0	0	0	0
ÖK2	3	4	2	1	1	3	2	1	1	3	0	0	0	0	0	0
ÖK3	3	4	2	1	1	3	4	3	1	3	0	0	0	0	0	0
ÖK4	1	2	4	1	1	3	1	1	2	2	0	0	0	0	0	0
ÖK5	1	2	2	1	1	3	1	1	2	2	0	0	0	0	0	0
ÖK6	1	2	4	1	1	3	1	1	2	2	0	0	0	0	0	0
ÖK7	5	5	4	5	5	4	3	4	4	3	0	0	0	0	0	0
ÖK8	2	5	1	4	4	5	1	5	5	4	0	0	0	0	0	0

LO: Learning Objectives PQ: Program Qualifications																
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Contribution Level:	1 very low	2 low	3 Medium	4 High	5 Very High
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