

## 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:	
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
	9	
	10	
21	Course Content:	
	<b>Course Content:</b>	
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. (midterm exam)	
8	Analyzing wages in terms of quantity and structure	
Activites		
		Number
		Duration (hour)
		Total Work Load (hour)
11	Theoretical Reviewing job evaluation and job evaluation-	14
Practicals/Labs		0
12	Analyzing performance evaluation-based self study and preparation wage method: exploring its results	14
Homeworks		0
Projects employees, employers and trade unions).		0
Field Studies Setting up and implementation a wage		0
Midterm Exams Evaluating the wages in developed and		1
Others		0
Final Exams Textbooks, References and/or Other		1
Total Work Load		177.00
Total work load/ 30 hr		5.90
ECTS Credit of the Course		5.00
		İşığışık, Özlem (2011). Ücret Teorisi, Politikası, Yönetimi, Sistemleri, Marmara Kitabevi, Bursa.
		İşığışık, Özlem (2011). Ücret Teorisi, Politikası, Yönetimi, Sistemleri, Marmara Kitabevi, 2. Baskı, Bursa.
23	Assesment	
TERM LEARNING ACTIVITIES		NUMBE R
Midterm Exam		1
Quiz		0
Home work-project		0
Final Exam		1
		WEIGHT
		40.00
		0.00
		0.00
		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		
<b>24</b>	<b>ECTS / WORK LOAD TABLE</b>	

<b>25</b>	<b>CONTRIBUTION OF LEARNING OUTCOMES TO PROGRAMME QUALIFICATIONS</b>															
	PQ1	PQ2	PQ3	PQ4	PQ5	PQ6	PQ7	PQ8	PQ9	PQ10	PQ11	PQ12	PQ13	PQ14	PQ15	PQ16
ÖK1	3	1	2	1	3	2	2	3	3	2	0	0	0	0	0	0
ÖK2	2	1	2	3	1	3	2	1	3	2	0	0	0	0	0	0
ÖK3	2	3	1	2	1	2	2	3	3	3	0	0	0	0	0	0
ÖK4	1	2	3	1	2	3	2	1	3	2	0	0	0	0	0	0
ÖK5	2	1	2	3	1	2	2	1	3	1	0	0	0	0	0	0
ÖK6	1	2	1	2	3	1	2	2	2	3	0	0	0	0	0	0
ÖK7	1	2	3	2	3	2	3	2	2	3	0	0	0	0	0	0
ÖK8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>LO: Learning Objectives    PQ: Program Qualifications</b>																
<b>Contribution Level:</b>	<b>1 very low</b>		<b>2 low</b>		<b>3 Medium</b>		<b>4 High</b>		<b>5 Very High</b>							