



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Payment Systems

Course

Field of study

Engineering Management

Area of study (specialization)

Year/Semester

2/4

Profile of study

Level of study

First-cycle studies

Form of study

full-time

Course offered in

polish, english

Requirements

compulsory

Number of hours

Lecture

15

Laboratory classes

Tutorials

15

Projects/seminars

Other (e.g. online)

Number of credit points

3

Lecturers

Responsible for the course/lecturer:

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Wydział Inżynierii Zarządzania

ul. Rychlewskiego 2, 60-965 Poznań

Responsible for the course/lecturer:

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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

Has knowledge of the nature and function of remuneration in the organization system [P6S_WG_01]

Knows the structure of the remuneration system, forms of remuneration and methods of analyzing and assessing remuneration systems [P6S_WG_03]

Has knowledge of the methods and tools for creating classic and modern remuneration systems [P6S_WG_10]

Has knowledge of ethical behavior in the process of shaping the remuneration system [P6S_WK_01]

Has knowledge about shaping remuneration systems in individual entrepreneurship [P6S_WK_04]

Skills

Is able to forecast social processes and phenomena in the area of the labor market and remuneration schemes using standard methods and tools in the field of economic sciences and the discipline of management sciences - [P6S_UW_02]

Is able to properly analyze the causes and course of specific social processes and phenomena in the labor market and remuneration systems - [P6S_UW_04]

Is able to correctly interpret social phenomena in the field of labor market and remuneration - [P6S_UW_06]

Is able to properly analyze the causes and course of specific social processes and phenomena in the labor market and remuneration systems - [P6S_UW_07]

Is aware of the responsibility for own work and readiness to comply with the principles of teamwork and taking responsibility for jointly implemented tasks - [P6S_UO_01]

Social competences

Is able to recognize cause-and-effect relationships in achieving set goals and rank the importance of alternative or competitive tasks - [P6S_KK_02]

Is able to make substantive contribution to the preparation of social projects in the area of the labor market and remuneration, taking into account legal, economic and organizational aspects - [P6S_KO_01]

Is able to prepare remuneration systems and implement them in practice - [P6S_KO_03]

Is aware of the importance of professional behavior, compliance with professional ethics and respect for the diversity of views and cultures - [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, remuneration systems (structure of remuneration systems, analysis and evaluation of remuneration systems, shaping classic and modern remuneration systems), shaping remuneration strategies (strategies for small, medium and large enterprises, linking remuneration strategies with the overall strategy of the company).

Teaching methods

Monographic and conversational lectures.

Tutorials with using observation, demonstration and project methods.

Bibliography

Basic

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

Breakdown of average student's workload

	Hours	ECTS
Total workload	75	3,0
Classes requiring direct contact with the teacher	30	1,0
Student's own work (literature studies, preparation for laboratory classes/tutorials, preparation for tests/exam, project preparation) ¹	45	2,0

¹ delete or add other activities as appropriate