

Vocational School of Social Sciences / Human Resource Management

2024 - 2025 Academic Year

PERFORMANCE and PAY MANAGEMENT

Syllabus

Course Description					
Name	Code	Semester	T+A Hour	Credit	ECTS
PERFORMANCE and PAY MANAGEMENT	İK2233050	Spring Semester	3+0	3	5
Prerequisites Courses					
Recommended Elective Courses					
Language of Instruction	Turkish				
Course Level	Short Cycle (Associate's Degree)				
Course Type	Required				
Course Coordinator	Assist.Prof. Mahmut Selami AKIN				
Name of Lecturer(s)	Assoc.Prof. Mehmet Saim AŞCI				
Assistant(s)					
Aim	Teaching performance management, wage administration, compensation and reward systems				
Course Content	This course contains; The Concept of Performance Management and Evaluation,The Importance, Aims and Functions of Performance Management,Usage Area and Process of Performance Management,The Methods of Performance Evaluation,The Methods of Performance Evaluation, The Characteristics of Active Performance Management System,The Mistakes and Actions to be taken in Performance Assessment,The Problems in Performance Assessment Applications, Feedback Methods,Wage Concept, the Aims of Wage Administration and the Principles of Charging,The Factors effecting Wage and Salary Policy in Business,The Construction of wage Structure, The Design and Application of Wage Systems,The Construction of Wage Structure, The Design and Application of Wage Systems (continue..),Compensation and Reward Systems, Compensation and Reward Systems (continue..).				
Course Learning Outcomes			Teaching Methods	Assessment Methods	
1. The performance management systems will able to be debated.			16, 9	A, E	
1.1 Restate the aims of performans management systems.					
1.2. Define the basic concepts related to performans management			16, 9	A, E	
2. 1. Define the basic concepts related to job evaluation processes			16, 9	A, E	
2. The job evaluation in terms of wage systems will able to be discussed.			16, 9	A, E	
2.2. List the job evaluation methods.			16, 9	A, E	
2.3. Compare job evaluation methods in terms of advantages and disadvantages.			16, 9	A	
3. List the traditional and contemporary performans appraisal methods			16, 9	A, E	
3.1. Conventional performance evaluation methods are understood.					
3.2. Modern performance evaluation methods are known.					
4. Principles of wage determination will be able to be comprehended.			10, 16, 9	A	
4.1. The issues in wage management are known.					
4.2. Different methods in wage management are known.					
5.1. Wage determination techniques due to performance will be able to be comprehended.			10, 16, 9	A	
5.1. Factors affecting wage due to performance are understood.					
5.2. Distinctions of wage due to performance are known.					
Teaching Methods	10: Discussion Method, 16: Question - Answer Technique, 9: Lecture Method				
Assessment Methods	A: Traditional Written Exam, E: Homework				
Lecture Schedule					
Sequenc e	Topics	Preliminary Preparation			
1	The Concept of Performance Management and Evaluation				
2	The Importance, Aims and Functions of Performance Management				
3	Usage Area and Process of Performance Management				
4	The Methods of Performance Evaluation				
5	The Methods of Performance Evaluation				
6	The Characteristics of Active Performance Management System				
7	The Mistakes and Actions to be taken in Performance Assessment				
8	The Problems in Performance Assessment Applications, Feedback Methods				
9	Wage Concept, the Aims of Wage Administration and the Principles of Charging				
10	The Factors effecting Wage and Salary Policy in Business				
11	The Construction of wage Structure, The Design and Application of Wage Systems				
12	The Construction of Wage Structure, The Design and Application of Wage Systems (continue..)				
13	Compensation and Reward Systems				
14	Compensation and Reward Systems (continue..)				
Evaluation Methods		Weight(%)			
Midterm Exam		40			
General Exam		60			

Resources	
1. Barutçugil, İsmet , Performans Yönetimi, Kariyer Yayıncılık, İstanbul, 2002) -	
2. Benligiray, Serap, Ücret Yönetimi, Beta Yayınevi, İstanbul, 2007	