

**COURSE DATA****Data Subject**

Code	35865
Name	Pay incentives and systems
Cycle	Grade
ECTS Credits	4.5
Academic year	2021 - 2022

Study (s)

Degree	Center	Acad. year	Period
1313 - Degree in Business Management and Administration	Faculty of Economics	4	First term

Subject-matter

Degree	Subject-matter	Character
1313 - Degree in Business Management and Administration	38 - Labour market and economic behaviour	Optional

Coordination

Name	Department
PEÑARRUBIA CARRION, CONCEPCION	10 - Economic Analysis

SUMMARY

This optional subject is taught in the first semester of the fourth year of GADE within the mention in Human Resources Management. The subject to which this subject corresponds includes, in addition to the subject of Incentives and remuneration systems, the subject of Labor economics and the subject of Negotiation techniques and their economic applications. This course is designed with the objective of allowing the student to learn and apply the ideas of microeconomics and the theory of incentives, as well as the knowledge of principles that will be of great use throughout their professional career. Throughout this course, a panoramic, strategic and analytical vision of human resources policies will be presented. A theory that relates the remuneration of the employee with his performance is relevant to design instruments that motivate the worker. Therefore, the main factors that will be analyzed are those over which managers exercise great control: information, decisions and incentives.



PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

Para afrontar con éxito esta asignatura, es conveniente que el estudiante cuente con un nivel de matemáticas básico (resolver ecuaciones con una/dos incógnitas y derivadas parciales básicas) así como una familiarización con la representación de funciones. Asimismo, para el seguimiento y aprovechamiento de esta asignatura se requieren los conocimientos adquiridos en la asignatura de microeconomía cursada en el segundo semestre del primer año de la titulación.

OUTCOMES

1313 - Degree in Business Management and Administration

- Demonstrate capacity for analysis and synthesis.
- Have organisation and planning skills.
- Demonstrate oral and written communication skills in the native language.
- Be able to use ICTs in the field of study.
- Be able to analyse and search for information from different sources.
- Be able to solve problems.
- Be able to make decisions.
- Be able to negotiate and reconcile interests effectively.
- Be able to transmit and communicate complex ideas and approaches to both specialised and lay audiences.
- Be able to apply economic principles for the diagnosis and resolution of social problems such as immigration, discrimination and others that affect society and the market.
- Be able to work in a team.
- Have critical and self-critical capacity.
- Manage time effectively.
- Be able to learn autonomously.
- Be able to adapt to new situations.
- Show creativity.
- Show leadership and skills for mobilising the capacities of others.
- Show motivation for quality.



- Be able to contribute positively to raising awareness of environmental and social issues and to overcoming all forms of discrimination, as essential factors for economic development and poverty alleviation.
- Be able to coordinate activities.
- Be able to identify the sources of relevant economic information and their contents, and to understand economic institutions as the result and implementation of theoretical or formal approaches to how the economy works.
- Be able to carry out strategic diagnoses in complex and uncertain environments using the appropriate methodologies to resolve them.
- Be able to make decisions under certainty and uncertainty environments.
- Be able to apply analytical and mathematical methods for the analysis of economic and business problems.
- Be able to express oneself in formal, graphic and symbolic languages.

LEARNING OUTCOMES

The expected results of learning the subject Incentives and remuneration systems are the following:

- Evaluate the work and effort of other people. Assume responsibilities.
- Work in a team effectively.
- Understand the personnel policy as a process: the selection of personnel, the investment in their qualifications and the management of employee turnover.
- How to evaluate employee performance and how this evaluation can be linked to rewards to achieve higher performance.
- Know the problems that usually arise to apply remuneration based on performance.
- Compile bibliography, structure it and interpret it based on theoretical knowledge.
- Set clear, achievable, specific and measurable objectives.

WORKLOAD

ACTIVITY	Hours	% To be attended
Theory classes	30,00	100
Classroom practices	15,00	100
Development of group work	8,00	0
Study and independent work	30,00	0
Preparing lectures	15,00	0
Preparation of practical classes and problem	10,00	0
TOTAL	108,00	



TEACHING METHODOLOGY

The methodology for teaching the subject of Incentives and remuneration systems, both in theoretical and practical classes, will be aimed at combining individual work capacity with team work. More precisely, the methodology to be used can be described as follows:

- In the theoretical classes the teacher will explain the main contents of the subject and will solve the doubts that the students raise during the development of the class. The teacher will be able to combine her explanations with the active participation of the students. It is intended that the student develops both his capacity for autonomous work (the work prior to the class) and his capacity for oral and written communication (raising his doubts on the subject in public and / or solving in writing the questions that have been raised.). The study prior and / or after the development of the theoretical content may give rise to "deliveries" or "tests" that will be subject to continuous evaluation by the teacher throughout the semester.
- For practical classes, students will prepare a set of exercises and / or practical cases that will be worked on in the classroom. The intention is that the student develops their ability to organize forms of group work, problem solving, oral and written communication, coordination of activities and search for information in reliable sources. The proposed tasks, both individual and joint, may give rise to "deliveries" that will be evaluated by the teacher.

EVALUATION

The subject of Incentives and remuneration systems will be evaluated from the consideration, in this order of relevance, of the following aspects:

- Written exam carried out at the end of the course that will consist of theoretical and practical questions.
- Evaluation of the activities developed by the student during the course, from the preparation of work and problem solving.
- Continuous evaluation of the student, based on her participation and involvement in the teaching-learning process.

In the subject of Incentives and remuneration systems, the total evaluation is broken down as follows: 80% of the overall mark corresponds to the final synthesis test and 20% of the overall mark corresponds to the assessment of the different activities developed throughout the course and the active participation of the student.

The final synthesis test is mandatory and passing it is an essential condition to pass the course. To pass the course, the minimum grade in the global calculation must be 5 points out of 10. In case of not carrying out the evaluation tasks continuously, the student will only be able to obtain the points of the final test (8 maximum), and would need to obtain a 5 out of 8 in said test to pass the course.

In case of not passing the synthesis test, the grade that will appear in the minutes will be determined from the weighted sum of the scores obtained in continuous evaluation and final synthesis test without, in any case, exceeding 4.5 (failure).



REFERENCES

Basic

- Economía de los recursos humanos en la práctica. Edward P. Lazear, Michael Gibbs. Ed. Antoni Bosch. 2ª edición.

Additional

- Personnel Economics in Imperfect Labour Markets. Pietro Garibaldi. Oxford University Press.

ADDENDUM COVID-19

This addendum will only be activated if the health situation requires so and with the prior agreement of the Governing Council

The contents provided in the teaching guide are not modified.

Should the number of teaching weeks be reduced in the academic calendar, both the contents of the program and the volume of work would be adapted, focusing the subject on the most relevant topics and aspects.

The teaching methodology provided in the guide is also maintained and in the event of going away from the classroom, the tools available in the virtual classroom will be used for online classes.