

28543 - Salary Management

Syllabus Information

Academic year: 2023/24

Subject: 28543 - Salary Management

Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 3.0

Year:

Semester: Second semester

Subject type: Optional

Module:

1. General information

Within the Human Resources field, compensation management is one of the most important tools to achieve the strategic objectives of the organization. This subject provides the basis for them to be able to analyze and propose compensation policies that allow the design of adequate compensation systems to achieve the company's strategies and to attract, retain and motivate employees.

Compensation systems determine total employee compensation, which includes both extrinsic and intrinsic rewards. Therefore, this subject aims to provide students with the acquisition of a series of knowledge and skills

necessary for them to be able to fully develop their competencies in the field of Human Resources management in the organization.

The approaches and goals of this subject are aligned with the following Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), such that the acquisition of the learning results of the subject provides training and competence to contribute to some extent to the following SDGs: 5: Gender Equality. 8 Decent Work and Economic Growth

This subject builds on the knowledge acquired by students in the subjects that make up the module of Work Organization, Management and Human Resources Management. The knowledge and skills acquired in this subject allow them to have a more complete vision of the functions of the Human Resources area within the company.

To take this subject it is necessary to have the knowledge of HR management, acquired in the subject Human Resources Management

2. Learning results

- Be familiar with the different remuneration approaches.
- Understand the relationship between compensation management and organizational results.
- Elaborate and propose compensation systems in accordance with organizational characteristics.

3. Syllabus

1. The remuneration system in the company.
2. Compensation policies and strategies: basic compensation framework.
3. Job-based compensation structures.
4. Person-based compensation structures.
5. Performance-based compensation: variable compensation.
6. Compensation trends: flexible compensation, emotional pay.

4. Academic activities

Expository sessions (T1): 15 hours.

Theoretical-practical sessions in which the contents of the subject are explained.

Problems and cases (T2): 15 hours

Problem solving sessions and case studies

Teaching work (T6): 13.5 hours.

Reflection work on readings or news related to the contents of the subject. This work will be done in group and under the supervision of the teacher.

Assessment Tests : 1.5 hours.

Autonomous study and work of the student: 30 hours

5. Assessment system

The student must demonstrate that he/she has achieved the expected learning results in the different evaluable activities.

The final evaluation of the subject is summative in nature and is distributed between:

Training Activities (50%)

Internships (T2 and T6)

In most of the sessions of the subject students will work in groups on certain aspects developed in the theory of the subject. In this internship, students will be required to : Participate actively in its realization, and deliver the resolution of the proposed practices.

The participation and delivery of the cases or practices solved during the practical classes (T2) and the completion of the case tutored (T6) will account for 50% of the final grade. In the event that students are unable to complete any of the practical for justified reasons (delivery of proof of the reason), the way to recover the practical will be agreed with the teacher. Students who do not deliver these practices in due time and form will have to take the knowledge test at in its entirety, both the practical and theoretical parts.

Theoretical knowledge tests (50%)

Knowledge test :

In order to pass the subject, students must take a knowledge test, which will be written and individual and will take place on the date, time and place that will be officially published on the center's web page before the registration process . The officially established date will be the only date on which these tests of knowledge of the subject will take place.

The test will consist of two parts:

One of them will consist of short **theoretical questions** to assess the degree of assimilation of the key concepts of the subject. (**50% of the final grade**). This part of the test is to be taken by all students.

The other part will evaluate the student's ability to apply these concepts to **practice (50%)**. **In this case students who have handed in the internships completed during the semester will NOT have to take this part of the the knowledge test.**

The final grade will be the theory grade obtained in the knowledge test (50%) plus the practical grade obtained throughout the semester or in the practical part of the knowledge test (50%).

Students who have completed the internship during the semester will keep this grade for the entire academic year.