

Subject card

Subject name and code	Job evaluation, PG_00155566						
Field of study	Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject		2025/2026		
Education level	postgraduate studies		Subject group		Obligatory subject group in the field of study Subject group related to scientific research in the field of study		
Mode of study	full-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish		
Semester of study	4		ECTS credits		1.0		
Learning profile	academic		Assessment form				
Conducting unit	Katedra Zachowań Organizacyjnych -> Faculty of Management						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Joanna Litwin				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	15.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	15		2.0		8.0	25
Subject objectives	Shaping the knowledge and skills necessary for managers and professionals to effectively value work in planning policy wage policy planning and human resources management.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_U03] The student can consider its ethical, social and environmental implications in decision-making. The student can initiate actions for the social environment and public interest.	Is aware of the differences in communication with different actors. He/she tries to choose a variety of methods, a variety of means means so as to respect the differences and increase the effectiveness of the organisational solutions implemented.	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	[ZARZMU2_K05] The student is ready to make an in-depth assessment of phenomena and justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on an in-depth analysis of the information he receives.	Knows and understands in depth the principles of discussion and justification of his position taking into account the needs of the various actors involved in the process of valuing the work of the organisation, in particular those responsible for remunerating employees.	[SK1] oral statement/conversation/discussion [SK8] observation of student's independent or team work
	[ZARZMU2_W11] The student knows and understands in an in-depth manner the principles of obtaining and using various types of resources in the implementation of the development objectives of the enterprise.	He knows the connections and relationships between theoretical and practical elements from the of work evaluation.	[SW4] test/exam - oral or written [SW5] implementation of a problem task
	[ZARZMU2_W14] The student has a structured, expanded detailed knowledge of the selected specialty in the field of management.	Has a detailed knowledge of the place and role of work valuation in the management of human capital in an organisation, and the links and impact of this management function on other areas of the company.	[SW4] test/exam - oral or written [SW5] implementation of a problem task
Subject contents	1. The essence of job evaluation 2. Job evaluation as a preliminary stage of job evaluation 3. Classification of job evaluation methods 4. Assumptions of selected analytical-point methods of job evaluation 5. procedure of job evaluation 6. Use of results of job evaluation for differentiation of basic wages		
Prerequisites and co-requisites	Knowledge of human resource management and basic knowledge of remuneration design in organisations.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Implementation of tasks in student group during classes (content quality, compliance to the state of the art, punctuality)	90.0%	30.0%
	Colloquium (open questions)	51.0%	70.0%
Recommended reading	Basic literature	1. M. Armstrong, A. Cummins, S. Hastings, W. Wood, Wartościowanie stanowisk pracy. Przestrzeganie zasady równej płacy w praktyce, Oficyna Ekonomiczna, Kraków 2008; 2. F. Poels, Wartościowanie stanowisk pracy i strategię wynagrodzeń. Jak wprowadzić efektywny system, Oficyna Ekonomiczna, Dom Wydawniczy ABC, Kraków 2000;	
	Supplementary literature	1. G. Gruszczyńska-Malec, Wartościowanie pracy. Teoria i praktyka, Wydawnictwo Akademii Ekonomicznej im. Karola Adamieckiego w Katowicach, Katowice 2008; 2. S. Borkowska, Strategie wynagrodzeń, Oficyna Ekonomiczna, Dom Wydawniczy ABC, Kraków 2001; 3. M. Kopertyńska, Motywowanie pracowników: teoria i praktyka, Placet, Warszawa 2009. 4. M. Juchnowicz, Ł. Sienkiewicz, Jak oceniać pracę? Wartościowanie stanowisk i kompetencji, Difin, Warszawa 2006	
	eResources addresses	Adresy na platformie eNauczanie:	
Example issues/ example questions/ tasks being completed	1. Assess the difficulty of the job based on the indicated job evaluation method. 2. Outline the procedure for implementing job evaluation in an organisation.		
Work placement	Not applicable		

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