

Information sheet for the course Rewards Systems

University: <i>Alexander Dubček University of Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: <i>KMaREZ/ lz17PVd/14</i>	Course unit title: <i>Rewards Systems</i>
Type of course unit: <i>required elective</i>	
Planned types, learning activities and teaching methods: <i>Lecture: 2 hours weekly/28 hours per semester of study; face to face</i> <i>Seminar:</i>	
Number of credits: <i>3</i>	
Recommended semester: <i>5th semester 3rd year</i>	
Degree of study: <i>I. (bachelor)</i>	
Course prerequisites: <i>none</i>	
Assesment methods: <i>During the semester there will be two written tests worth 20 points each. To obtain an evaluation A it is necessary to earn at least 38 points, to obtain evaluation B at least 35 points, for evaluation C at least 32 points, for evaluation D at least 29 points, and for evaluation E at least 26 points . Credit will not be awarded to a student who receives less than 12 points from one of the written exams. Final evaluation: On the basis of the submitted project, which verifies the ability to apply knowledge in the context of the described learning outcomes.</i>	
Learning outcomes of the course unit: <i>A student completing the course will receive an overview and acquires a basic knowledge of the theory of reward systems. The student will understand the issue of reward practices in different types of organizations, philosophy, strategy, plans, policies and procedures for remuneration. After successful completion of a learning process, the student will be able to work in positions of specialized personnel in commercial, state, public and non-profit organizations.</i>	
Course contents: <i>1. Introduction to the lectures, the content of the subject, recommended literature, requirements for passing the course, conditions for the test.</i> <i>2. Legislation in the field of rewards.</i> <i>3. Role of pay systems in the business management.</i> <i>4. The position of the remuneration systems in the management of human resources.</i> <i>5. The system of remuneration of employees, the structure of wages and salaries.</i> <i>6. Analysis and evaluation of work.</i> <i>7. Payroll forms.</i> <i>8. Evaluation of work performance.</i> <i>9. Social policy of corporation.</i> <i>10. Particular issues of remuneration in the public sector.</i> <i>11 Collective bargaining.</i> <i>12. Comparison of the remuneration systems in selected countries.</i> <i>13. Consultations.</i>	
Recommended of required reading: <i>Vojtovič, S. a kol.: Personálny manažment v organizácii. Aleš Čeněk, Plzeň 2013</i> <i>Vojtovič, S. a kol.: Riadenie personálnych činností v organizácii. IRIS, Bratislava 2008</i> <i>Armstrong, M.: Řízení lidských zdrojů. Grada Publishing, Praha 2007</i> <i>Kachaňáková, A. – Nachtmanová, O. – Joniaková, Z.: Riadenie ľudských zdrojov. Praktikum. Ekonóm, Bratislava 2001</i> <i>Kleibl, J. – Huttlová, E. – Dvořáková, Z.: Stimulace pracovníku a tvorba mzdových soustav. VŠE,</i>	

Praha 1998

Koubek, J.: Řízení lidských zdrojů. Management Press, Praha 1998

Stýblo, J.: Manažerska motivační strategie. Management press, Praha 1992

Language: *Slovak*

Remarks:

The course is offered in the winter semester of the third year of full-time undergraduate studies and in the winter semester of the fourth year of external undergraduate studies. This course is required elective.

Evaluation history:

A	B	C	D	E	FX
12.5	22.92	23.96	12.5	27.08	1.04

Lectures: *PhDr. Jana Španková, PhD.*

Last modification: *23.04.2014*

Supervisor: *doc. Mgr. Sergej Vojtovič, DrSc.*