

Academic Year/course: 2021/22

## 28543 - Salary Management

### Syllabus Information

**Academic Year:** 2021/22

**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:** 4 and 3 and 2

**Semester:** Second semester

**Subject Type:** Optional

**Module:**

### 1. General information

### 2. Learning goals

### 3. Assessment (1st and 2nd call)

### 4. Methodology, learning tasks, syllabus and resources

#### 4.1. Methodological overview

The methodology followed in this course is oriented towards achievement of the learning objectives. It is based on active participation, case studies, problem-based learning, etc. that favors the development of the competences. A wide range of teaching and learning activities are implemented, such as lectures, practical activities, practice sessions, autonomous work, tutorials, and academic guidance.

#### 4.2. Learning tasks

The course includes 3 ECTS, which means 75 hours of work for the student. These 75 hours are organized according to:

*Work in the classroom (35 hours):*

- Lectures and practice sessions: 30 hours.
- Other practical activities (T6): 1 hours.
- Assessment: 4 hours.

*Homework (40 hours):*

- Autonomous work: 30 hours.
- Group work: 10 hours.

#### 4.3. Syllabus

- 1.- The remuneration system in the company
- 2.- Remuneration policies and strategies: basic remuneration framework.
- 3.- Salary Structures: Job architecture.

- 4.- Salary structures: Individual's pay.
- 5.- Variable compensation.
- 6.-Flexible payment and emotional pay.

#### **4.4. Course planning and calendar**

For further details concerning the timetable, classroom and further information regarding this course please refer to the "Facultad de Ciencias Sociales y del Trabajo " website (<https://sociales.unizar.es/>).