

كلية العلوم الاقتصادية والتجارية وعلوم التسيير

فريق ميدان التكوين

الشعبة: علوم التسيير التخصص: إدارة الموارد البشرية

Courses: Wages and Incentives Management 2
Second semester

Teacher: Prof. Djouhara AGTI
Year: 2025/2026

Syllabus

Sub-themes (lectures Elements)	Themes	*Weeks
<ol style="list-style-type: none">Promotion definitionPromotion ObjectivesPrinciples of the promotion systemPromotion system problemsTypes of promotion in the Algerian public service5.1. Grade promotion5.2. Stages of the promotion process5.3. Exceptions for promotion in grade5.4. How to value previous years of seniority	The Promotion System in the Algerian Public Service	Week 1
<ol style="list-style-type: none">Promotion in rank6.1. Promotion based on qualifications6.2. Promotion through specialized training6.3. Promotion through competitions and professional examinations6.4. Promotion by selection6.5. Exceptional promotion7. Classification of the joint corps according to different ranks	The Promotion System in the Algerian Public Service	Week 2
<ol style="list-style-type: none">IntroductionStaffing attitudes of internationalizing firmsTypes of international assignmentsObjectives of international compensationGlobal compensation strategy5.1. How to create a global compensation strategy5.2. Key considerations for global compensation strategy5.3. Technologies used for global compensation strategy5.4. Benefits of global compensation strategy5.5. Challenges in implementing a global compensation strategy6. Managing International Compensation7. Factors Affecting International	INTERNATIONAL COMPENSATION	Week 3

Compensation 7.1.		
8. Components of international compensation for expatriates 8.1.Key components for expatriates 8.2.Expatriate Taxes 9. Approaches to international compensation of expatriates 9.1.balance sheet approach categories 9.2.Going rate approach 9.3.The Destination – Based Approach 9.4.Local plus approach 9.5.Lump-sum Approach 9.6.Cafeteria Approach 9.7.International Headquarter Approach (Regional system) 10. Issues to consider for expatriate benefits	INTERNATIONAL COMPENSATION	Week 4
11. Theories of Compensation 11.1. Contingency Theory 11.2. Resource Based Theory 11.3. The Agency Theory 11.4. Equity Theory 12. Compensation Strategy & culture 12.1. Nation and Region Based 12.2. National Culture Based 12.3. Organization Culture Based 12.4. Strategic Flexibility 13. Challenges in international compensation 13.1. Local Pay Issue 13.2. Expatriating from developing economies 13.3. Global differences according to seniority	INTERNATIONAL COMPENSATION	Week 5
1. Definition of wage mass 2. Effects of wage mass growth 2.1.Effects associated with the impact of general and category increases 2.2.The effects associated with changes in the workforce 2.3.Effects associated with changes in individual measures 3. Factors influence on the growth of the wage mass	The Wage Mass	Week 6
4. Strategic decisions affecting the wage mass 5. Wage mass control 6. Elasticity of the wage mass 7. Exercises	The Wage Mass	Week 7
Incentives definition Incentive Strategy Formulation Process Types of Incentive Plans - Basic Rate System - Incentive Schemes for Individuals 1. Individual Payment by Results (PBR)	Incentives and Motivation	Week 8

2. Piecework, Bonus Schemes and Home Workers		
3. Work Measured Schemes 4. Measured Day Work (MDW) 5. Appraisal/Performance Related Pay 6. Market-Based Pay	Incentives and Motivation systems	Week 9
- Incentive Schemes for Groups/ Team Compensation 1. Team-Based Pay 2. Plant or Company Based Pay / Enterprise Incentive Plan	Incentives and Motivation systems	Week 10
- Gain Sharing Incentive Plan 1. Scanlon Plan 2. Share Incentive Schemes - Other Schemes Executive Incentives - What are non-monetary Incentives?	Incentives and Motivation systems	Week 11
Nature of Motivation Importance of motivation Behavioural or human relations management Theories of Motivation A. Need Theories 1) Maslow's need hierarchy theory - Maslow 2) Two factor theory - Herzberg 3) ERG Theory - Clayton Alderfer 4) McClelland's Theory of Needs	Motivation Theories	Week 12
B. Cognitive Theories - 5) Expectancy theory - Victor H. Vroom 6) Goal Setting theory - Edwin Locke 7) Equity theory - J. Stacy Adams C. Behavioural Theories 8) Theory X and Theory Y – Mc Gregor 9) Theory Z – Ouchi	Motivation Theories	Week 13

* يتم اعتماد الأسابيع بناء على الرزنامة البيداغوجية المحددة.

References:

1. Arul, P. G. (2003), Compensation Management, Pondicherry University, Department of International Business, MBA – HRM, Private Circulation.
2. SARI, R;, (2000), WAGE DETERMINATION MODEL: THEORY AND EVIDENCE, Submitted to the Graduate Faculty of Texas Tech University in Partial Fulfillment of the Requirements for the Degree of Doctor of Philosophy.
3. COMPENSATION MANAGEMENT, Lesson 9: INTRODUCTION TO THE THEORY OF WAGES, Rai Technology University, India.
4. Stirati, A. (1994), The Theory of Wages in Classical Economics: A Study of Adam Smith, David Ricardo and Their Contemporaries, Published by Edward Elgar company, England
5. Ethical Trading Initiative, Wages and Purchasing Theories, Source: <http://www.britannica.com/EBchecked/topic/633855/wage-and-salary> (Jan 2014).
6. COMPENSATION MANAGEMENT, Eilm University, www.eiilmuniversity.ac.in
7. Bhattacharyya, D.K, (2014), Compensation Management, 2 Edition, Published in India by Oxford University Press.

8. COMPENSATION MANAGEMENT, Eiiilm University, www.eiilmuniversity.ac.in
9. Adamus, W. (2009), A NEW METHOD OF JOB EVALUATION, Jagiellonian University.
10. HANNON, J.M, NEWMAN, J.M, MILKOVICH, G.T, & BRAKEFIELD, J.T, (2001), Job Evaluation in Organizations (Chapter 34), *Handbook of Industrial Engineering: Technology and Operations Management, Third Edition*. Edited by Gavriel Salvendy, John Wiley & Sons, Inc.
11. Mario, C. (2019), Comparative Incentive Systems, Springer Nature Switzerland.
12. Gupta, A.K., (2021), Motivation Theories and their Application, International Journal of Science and Research (IJSR), Vol 10, No 3.
13. Creative Commons Attribution 3.0 Unported License, (n.d), The Evolution of Motivation, MOSAIC.
14. Official Gazette of the Algerian Republic, No. 23, 2022.

The evaluation method

Exam + directed works, evaluation is done through (works provide to students, two tests and participation).