

## ASSIGNMENT INFORMATION

Due Date <b>Monday, November 30, 2020</b> 9:00 AM	Points Possible <b>190</b> <a href="#">View Rubric</a>
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### Effective Compensation Plans

In this assignment, you will use your textbook and the independent research you conduct to determine the components of an effective compensation plan, one that includes more than just base salary. Specifically, you will write a 4–6 page paper in which you:

1. Research the components of an effective compensation plan.
2. Determine the most beneficial ratio of internally consistent and market consistent compensation systems.
  - Be sure your narrative is in your own words.
3. Research the methods companies use to assess employee satisfaction with their pay structure.
4. Outline how companies determine whether their employer-sponsored retirement plans and health insurance programs are competitive.
5. Recommend two high value discretionary benefits to employees.
  - Be sure to include your rationale for selecting these high value discretionary benefits as opposed to others.
6. Integrate at least three quality resources using in-text citations and a reference page in your assignment.
  - **Note:** Wikipedia and similar websites do not qualify as quality resources.
  - The previous week's assignment preparation activity provides some suggested resources to help you begin your research. It also provides resources on avoiding plagiarism, appropriately integrating sources into your assignment, and using the Strayer Writing Standards.
7. Format your assignment according to the following formatting requirements:
  - This course requires the use of Strayer Writing Standards (SWS). For assistance and information, please refer to the Strayer Writing Standards link in the left-hand menu of your course.
  - The preferred method is for your paper to be typed, double-spaced, using Times New Roman font (size 12), with one-inch margins on all sides.
  - Include a cover page containing the assignment title, your name, your professor's name, the course title, and the date. The cover page is not included in the required page length.

When finished, make sure to click **Submit**.

Optionally, click **Save as Draft** to save changes and continue working later, or click **Cancel** to quit without saving changes.

- Determine the components of an effective compensation plan, including discretionary benefits.

By submitting this paper, you agree: (1) that you are submitting your paper to be used and stored as part of the SafeAssign™ services in accordance with the [Blackboard Privacy Policy](#); (2) that your institution may use your paper in accordance with your institution's policies; and (3) that your use of SafeAssign will be without recourse against Blackboard Inc. and its affiliates.

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## ADD COMMENTS

Comments

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When finished, make sure to click **Submit**.  
Optionally, click **Save as Draft** to save changes and continue working later, or click **Cancel** to quit without saving changes.

Description: **Effective Compensation Plans Rubric**

Grid View

List View

	Unacceptable	Needs Improvement	Satisfactory	Competent	Exemplary
<b>Research the components of an effective compensation plan.</b>	<b>0 (0.00%)</b> Did not submit or incompletely researched the components of an effective compensation plan.	<b>18.525 (9.75%)</b> Insufficiently researched the components of an effective compensation plan.	<b>21.375 (11.25%)</b> Partially researched the components of an effective compensation plan.	<b>24.225 (12.75%)</b> Satisfactorily researched the components of an effective compensation plan.	<b>28.5 (15.00%)</b> Thoroughly researched the components of an effective compensation plan.
<b>Determine the most beneficial ratio of internally consistent and market consistent compensation systems.</b>	<b>0 (0.00%)</b> Did not submit or incompletely determined the most beneficial ratio of internally consistent and market consistent compensation systems.	<b>18.525 (9.75%)</b> Insufficiently determined the most beneficial ratio of internally consistent and market consistent compensation systems.	<b>21.375 (11.25%)</b> Partially determined the most beneficial ratio of internally consistent and market consistent compensation systems.	<b>24.225 (12.75%)</b> Satisfactorily determined the most beneficial ratio of internally consistent and market consistent compensation systems.	<b>28.5 (15.00%)</b> Thoroughly determined the most beneficial ratio of internally consistent and market consistent compensation systems.
<b>Research the methods companies use to assess employee satisfaction with their pay structure.</b>	<b>0 (0.00%)</b> Did not submit or incompletely researched the methods companies use to assess employee satisfaction with their pay structure.	<b>24.7 (13.00%)</b> Insufficiently researched the methods companies use to assess employee satisfaction with their pay structure.	<b>28.5 (15.00%)</b> Partially researched the methods companies use to assess employee satisfaction with their pay structure.	<b>32.3 (17.00%)</b> Satisfactorily researched the methods companies use to assess employee satisfaction with their pay structure.	<b>38 (20.00%)</b> Thoroughly researched the methods companies use to assess employee satisfaction with their pay structure.

## Discretionary Benefits

Click the link to get started with the weekly discussion. If you need help with completing discussions, watch this [video](#) for more information.

## WEEK 7 QUIZ 1

### Discretionary Benefits

Click the linked activity title to access the quiz.

## ASSIGNMENT PREPARATION FOR WEEK 8

Your Effective Compensation Plans assignment is due next week. Take a moment to familiarize yourself with the assignment instructions and scoring guide. Make sure you understand the instructions and how you will be evaluated on the assignment. Ask your faculty member about any questions you have.

This assignment is a research-based paper. You will need to conduct independent research on what constitutes effective compensation plans, ones that attract, retain, and motivate employees. Here is some helpful information to help you get started on your research:

- Access [Basic Search: Strayer University Online Library](#) or [iCampus University Library Research](#).
- You may also use Google Scholar or government websites, such as the U.S. Small Business Administration.
- Wikipedia and personal blogs do not qualify as quality resources.

You may find these resources helpful for your research:

- [PayScale](#).
- [Salary.com](#).
  - Be sure to check out the Data and Learn tabs.
- [U.S. Small Business Administration](#).
  - Click on Manage Your Business.
  - Click on Hire and Manage Employees.

### Virtual Writing Center (VWC)

You may find the information in Strayer's Virtual Writing Center (VWC), a valuable resource that can help you to avoid plagiarism by showing you how to properly integrate and cite sources in your assignment.

- To access the VWC:
  - Click on Library in the left-hand panel of the course.
  - Click on the Virtual Writing Center tab at the top of the page.
- The VWC offers handouts and short videos on a range of topics that might help you with writing your research paper, such as:
  - Avoiding Plagiarism.
    - What It Is and How to Avoid It.
- Summarizing, Paraphrasing, and Quoting from Sources.
  - Summarizing, Paraphrasing, and Quoting.
  - Incorporating Sources into Your Writing.

### Strayer Writing Standards (SWS)

- This course requires the use of Strayer Writing Standards (SWS). If you have any concerns about how to use these standards in your research paper, consult the Strayer Writing Standards link in the left-hand menu of your course.
- You may also want to check out the [Strayer Writing Standards Support Videos](#).
  - This channel contains nearly 20 videos on such topics as: how to write clearly, when to cite sources, and how to create a source list page.