

Students, please view the "Submit a Clickable Rubric Assignment" in the Student Center.

Instructors, training on how to grade is within the Instructor Center.

Assignment 5: Employee Compensation and Benefits

Due Week 10 and worth 250 points

This assignment consists of two (2) sections: a narrative and a PowerPoint presentation. **You must submit two (2) sections for the completion of this assignment.** Label each file name according to the section of the assignment it is written for.

Note: For additional information on how to submit more than one file for an assignment, follow the instructions in the document "[How to Submit Multiple Files for an Assignment](#)", located here.

Imagine that you have just been hired by a new company as the director of the HR department. You have been tasked to hire a new secretary for the department and to develop an employee compensation and benefits package that will be used for that position upon hire. Develop a PowerPoint presentation to present this information to your Vice President. Go to the Bureau of Labor Statistics' (BLS) Website, located at www.bls.gov, for information regarding organizations and pay in your geographical area.

Section 1: Narrative

Write a two to three (2-3) page paper in which you:

1. Choose the type of organization for which you are designing the package.
2. Develop an employee compensation and benefits package for this new position. Support your ideas for the compensation/benefits package.
3. Use at least three (3) quality academic resources in this assignment. **Note:** Wikipedia and other Websites do not qualify as academic resources.

Section 1 of your assignment must follow these formatting requirements:

- Be typed, double spaced, using Times New Roman font (size 12), with one-inch margins on all sides; citations and references must follow APA or school-specific format. Check with your professor for any additional instructions.
- Include a cover page containing the title of the assignment, the student's name, the professor's name, the course title, and the date. The cover page and the reference page are not included in the required assignment page length.

Section 2: Presentation

Create a twenty (20) slide PowerPoint presentation in which you:

4. Provide an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.
5. Determine if the employee will be exempt or nonexempt and discuss how overtime will be handled.
6. Suggest other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.
7. Provide information on how government regulations will influence the compensation.
8. Examine data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.
9. Describe how the competitive compensation and benefits package will align with the HRM strategy.

The specific course learning outcomes associated with this assignment are:

- Design training and development systems to improve employee performance.
- Develop competitive compensation and benefits packages that align with HRM strategy.
- Use technology and information resources to research issues in strategic human resource development.
- Write clearly and concisely about strategic human resource development using proper writing mechanics.

[Click here to view the grading rubric for this assignment.](#)

Grading for this assignment will be based on answer quality, logic / organization of the paper, and language and writing skills, using the following rubric.

Points: 250		Assignment 5: Employee Compensation and Benefits		
Criteria	Unacceptable	Fair	Proficient	Exemplary
	Below 70% F	70-79% C	80-89% B	90-100% A
Section 1: Narrative				
1. Choose the type of organization for which you are designing the package. Weight: 5%	Did not submit or incompletely chose the type of organization for which you are designing the package.	Partially chose the type of organization for which you are designing the package.	Satisfactorily chose the type of organization for which you are designing the package.	Thoroughly chose the type of organization for which you are designing the package.
2. Develop an employee compensation and benefits package for this new position. Support your ideas for the compensation/benefits package. Weight: 15%	Did not submit or incompletely developed an employee compensation and benefits package for this new position. Did not submit or incompletely supported your ideas for the compensation/benefits package.	Partially developed an employee compensation and benefits package for this new position. Partially supported your ideas for the compensation/benefits package.	Satisfactorily developed an employee compensation and benefits package for this new position. Satisfactorily supported your ideas for the compensation/benefits package.	Thoroughly developed an employee compensation and benefits package for this new position. Thoroughly supported your ideas for the compensation/benefits package.
3. 3 references Weight: 5%	No references provided	Does not meet the required number of references; some or all references poor quality choices.	Meets number of required references; all references high quality choices.	Exceeds number of required references; all references high quality choices.
Section 2: Presentation				
4. Provide an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment. Weight: 5%	Did not submit or incompletely provided an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.	Partially provided an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.	Satisfactorily provided an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.	Thoroughly provided an overview of the employee compensation and benefits package that you developed in the narrative portion of this assignment.
5. Determine if the employee will be exempt or nonexempt and discuss how overtime will be handled. Weight: 10%	Did not submit or incompletely determined if the employee will be exempt or nonexempt and did not submit or incompletely discussed how overtime will be handled.	Partially determined if the employee will be exempt or nonexempt and partially discussed how overtime will be handled.	Satisfactorily determined if the employee will be exempt or nonexempt and satisfactorily discussed how overtime will be handled.	Thoroughly determined if the employee will be exempt or nonexempt and thoroughly discussed how overtime will be handled.
6. Suggest other benefits that might be considered within the next few months to enhance employee performance and provide job motivation. Weight: 10%	Did not submit or incompletely suggested other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.	Partially suggested other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.	Satisfactorily suggested other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.	Thoroughly suggested other benefits that might be considered within the next few months to enhance employee performance and provide job motivation.
7. Provide information on how government regulations will	Did not submit or incompletely provided information on how government	Partially provided information on how government regulations will	Satisfactorily provided information on how government regulations will	Thoroughly provided information on how government regulations will

influence the compensation. Weight: 15%	regulations will influence the compensation.	influence the compensation.	influence the compensation.	influence the compensation.
8. Examine data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented. Weight: 15%	Did not submit or incompletely examined data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.	Partially examined data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.	Satisfactorily examined data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.	Thoroughly examined data from two (2) organizations listed in the BLS Website with packages similar to yours, focusing on salary, compensation, and benefits in order to convince upper management that your package should be accepted and implemented.
9. Describe how the competitive compensation and benefits package will align with the HRM strategy. Weight: 10%	Did not submit or incompletely described how the competitive compensation and benefits package will align with the HRM strategy.	Partially described how the competitive compensation and benefits package will align with the HRM strategy.	Satisfactorily described how the competitive compensation and benefits package will align with the HRM strategy.	Thoroughly described how the competitive compensation and benefits package will align with the HRM strategy.
10. Clarity, writing mechanics, and formatting requirements Weight: 10%	More than 6 errors present	5-6 errors present	3-4 errors present	0-2 errors present