

ASSIGNMENT INFORMATION



Sales Force Compensation

For companies that have a mission of selling, a major objective is to motivate the salespeople. While many factors go into motivating these people, one of the primary factors is the compensation plan that describes how they will be rewarded. Assume you are responsible for the sales force compensation plan for a large organization. Write a five- to seven-page paper in which you:

1. In order to motivate the sales force to produce the highest number of clients, describe six features of an effective total rewards program.
2. Describe the behaviors of the sales force that are targeted with the compensation plan.
3. Assess how a value proposition is achieved for current and future employees in the plan you have outlined.
4. Based upon the type of plan you have created, indicate how attracted you think future salespeople may be to this plan.
5. Use at least five quality academic resources in this assignment. Note: Wikipedia and other websites do not qualify as academic resources.

This course requires the use of Strayer Writing Standards. For assistance and information, please refer to the Strayer Writing Standards link in the left-hand menu of your course.

The specific course learning outcome associated with this assignment is:

- Assess the effectiveness of a total rewards program in motivating salespeople.

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.

Institution Release Statement

*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.*

Name: w04a1

Exit

Description: w04a1 - Sales Force Compensation - Scoring GuideDefine Performance Levels

Grid View

List View

	Unacceptable	Needs Improvement	Competent	Exemplary
In order to motivate the sales force to produce the highest number of clients, describe six features of an effective total rewards program.	0 (0.00%) Did not submit or incompletely described six features of an effective total rewards program.	18.75 (15.00%) Partially described six features of an effective total rewards program.	21.25 (17.00%) Satisfactorily described six features of an effective total rewards program.	25 (20.00%) Thoroughly described six features of an effective total rewards program.
Describe the behaviors of the sales force that are targeted with the compensation plan.	0 (0.00%) Did not submit or incompletely described the behaviors of the sales force that are targeted with the compensation plan.	23.4375 (18.75%) Partially described the behaviors of the sales force that are targeted with the compensation plan.	26.5625 (21.25%) Satisfactorily described the behaviors of the sales force that are targeted with the compensation plan.	31.25 (25.00%) Thoroughly described the behaviors of the sales force that are targeted with the compensation plan.
Assess how a value proposition is achieved for current and future employees in the plan you have outlined.	0 (0.00%) Did not submit or incompletely assessed how a value proposition is achieved for current and future employees in the plan you have outlined.	23.4375 (18.75%) Partially assessed how a value proposition is achieved for current and future employees in the plan you have outlined.	26.5625 (21.25%) Satisfactorily assessed how a value proposition is achieved for current and future employees in the plan you have outlined.	31.25 (25.00%) Thoroughly assessed how a value proposition is achieved for current and future employees in the plan you have outlined.
Based upon the type of plan you have created, indicate how attracted you think future salespeople may be to this plan.	0 (0.00%) Did not submit or incompletely indicated how attracted you think future salespeople may be to this plan.	14.0625 (11.25%) Partially indicated how attracted you think future salespeople may be to this plan.	15.9375 (12.75%) Satisfactorily indicated how attracted you think future salespeople may be to this plan.	18.75 (15.00%) Thoroughly indicated how attracted you think future salespeople may be to this plan.

	Unacceptable	Needs Improvement	Competent	Exemplary
References.	0 (0.00%) No references provided.	4.6875 (3.75%) Does not meet the required number of references; some or all references poor quality choices.	5.3125 (4.25%) Meets number of required references; all references high quality choices.	6.25 (5.00%) Exceeds number of required references; all references high quality choices.
Clarity, writing mechanics, and formatting requirements.	0 (0.00%) More than 6 errors present.	9.375 (7.50%) 5–6 errors present.	10.625 (8.50%) 3–4 errors present.	12.5 (10.00%) 0–2 errors present.

Name:**w04a1**

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ASSIGNMENT ERROR AVOIDANCE DESCRIPTIONS

Use the table below as a specific guide to keep focus on potential errors that can be made while preparing assignment papers. There are content and formatting errors that will result in deducted points. The key is to understand the errors and avoid them as much as possible. The table will be included as part of the assignment feedback and each issue committed will be highlighted in yellow. If further clarity is needed for any listed issue be sure to contact the professor.

Content Issues	Formatting Issues
Missing the introduction or conclusion section (or both) or they are ineffective, or not meets the minimum requirement	Not using APA 6, 7 or SWS properly
Discussing non-relevant information and/or placing questionable information in 1 or more sections of the paper	Not using SWS properly regarding citations...i.e. not placing page or paragraph numbers with reference info instead of with citation
Not enough specific or relevant discussions and information to fully address topics.	Missing or improperly set running heads (APA 6) and/or page numbers and/or cover page not properly set up
Not properly citing certain statements, discussions or images/tables requiring research support or verification	Headings are missing or not properly set up per the course paper rules
Difficult to verify cited words in the source due to improper citation settings, missing citations, or cannot locate web or journal sources.	Citations missing or not properly set up per the course paper rules (3-parts for all citations) and placing 3 rd part with reference for SWS
Did not meet minimum required page count for content. This could mean additional input is required.	All paragraphs not properly set up or too long (up to a full page) and general layout of information not to standard
Missing entire paper topic section(s):	Reference page and reference list not properly set up according to APA, SWS, and/or course paper rules.
Using multiple quoted (or long quoted) words from sources violating fair use rules. Not enough synthesis.	Spacing not maintained at "double" and/or text size and font not consistent and/or paper information alignment not to standard
Questionable input that leads to plagiarism mostly due to missing citations.	Write in active voice when possible. Use third person point of view and avoid first person (I, we, us, etc.) point of view as much as possible

Be sure to connect with the professor immediately for additional clarity or to present other questions around assignment preparation.