

ASSIGNMENT INFORMATION

Due Date

Monday, August 30, 2021

9:00 AM

Points Possible

View Rubric

Strategic Value of Employee Benefits Programs

Instructions

To attract, motivate, and retain good workers, companies need to define what an employee wants from the employment relationship. One way to define employee needs is to consider "total rewards," which are everything an employee perceives to be of value resulting from working for the company. Benefits are a core element of total rewards and the ever-growing package of offerings have evolved. You must now work with the company to define precisely where the various programs will be categorized.

Write a six- to seven-page paper in which you do the following:

- Identify and discuss at least three important variables that almost always should be considered by organizations when providing employee benefits programs. Be sure the response is specific and relevant.
- Compare and contrast income protection programs and pay for time not worked programs, both of which are usual elements of benefits programs. How are the programs similar? Are they mandatory?
- Research and discuss at least four to five of what may be referred to as "Other Benefits" that you could recommend to the management team as necessary elements for the benefits package. Hint: Flextime and product or service discounts are good examples.
- Develop an employee benefits package for any exempt or non-exempt position level of your choosing, making sure you support the selection of your program elements.
 - **Note:** The preferred method for presenting your benefits package information is using a table or exhibit, but either approach is not mandatory.
 - Examples: US Bank Benefits at a Glance and UW-Madison New Employee Benefits Summary.
- Use at least four quality academic resources in this assignment. **Note:** You may only use the resources listed in the Course Guide and those that are specifically provided by the professor.

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.

*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.*

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: w08a1

Description: w08a1 - Strategic Value of Employee Benefits Programs

Exit

Grid View

List View

	Unacceptable	Needs Improvement	Competent	Exemplary
Identify and discuss at least three important variables that almost always should be considered by organizations when providing employee benefits programs. Be sure the response is specific and relevant.	0 (0.00%) Did not submit or incompletely identified and discussed at least three important variables that almost always should be considered by organizations when providing employee benefits programs and did not make sure the response is specific and relevant.	16.875 (11.25%) Partially identified and discussed at least three important variables that almost always should be considered by organizations when providing employee benefits programs and partially made sure the response is specific and relevant.	19.125 (12.75%) Satisfactorily identified and discussed at least three important variables that almost always should be considered by organizations when providing employee benefits programs and satisfactorily made sure the response is specific and relevant.	22.5 (15.00%) Thoroughly identified and discussed at least three important variables that almost always should be considered by organizations when providing employee benefits programs and thoroughly made sure the response is specific and relevant.
Compare and contrast income protection programs and pay for time not worked programs, both of which are usual elements of benefits programs. How are the programs similar? Are they mandatory?	0 (0.00%) Did not submit or incompletely compared and contrasted income protection programs and pay for time not worked programs and did not address the programs' similarity and whether they are mandatory or not.	11.25 (7.50%) Partially compared and contrasted income protection programs and pay for time not worked programs and partially addressed the programs' similarity and whether they are mandatory or not.	12.75 (8.50%) Satisfactorily compared and contrasted income protection programs and pay for time not worked programs and satisfactorily addressed the programs' similarity and whether they are mandatory or not.	15 (10.00%) Thoroughly compared and contrasted income protection programs and pay for time not worked programs and thoroughly addressed the programs' similarity and whether they are mandatory or not.

	Unacceptable	Needs Improvement	Competent	Exemplary
Research and discuss at least four to five of what may be referred to as "Other Benefits" that you could recommend to the management team as necessary elements for the benefits package.	0 (0.00%) Did not submit or incompletely researched and discussed at least four to five of what may be referred to as "Other Benefits" that could be recommended to the management team as necessary elements for the benefits package.	22.5 (15.00%) Partially incompletely researched and discussed at least four to five of what may be referred to as "Other Benefits" that could be recommended to the management team as necessary elements for the benefits package.	25.5 (17.00%) Satisfactorily incompletely researched and discussed at least four to five of what may be referred to as "Other Benefits" that could be recommended to the management team as necessary elements for the benefits package.	30 (20.00%) Thoroughly incompletely researched and discussed at least four to five of what may be referred to as "Other Benefits" that could be recommended to the management team as necessary elements for the benefits package.
Develop an employee benefits package for any exempt or non-exempt position level of your choosing making sure you support the selection of your program elements.	0 (0.00%) Did not submit or incompletely developed an employee benefits package for any exempt or non-exempt position level of your choosing and did not make sure the selection of program elements was supported.	33.75 (22.50%) Partially developed an employee benefits package for any exempt or non-exempt position level of your choosing and partially made sure the selection of program elements was supported.	38.25 (25.50%) Satisfactorily developed an employee benefits package for any exempt or non-exempt position level of your choosing and satisfactorily made sure the selection of program elements was supported.	45 (30.00%) Thoroughly developed an employee benefits package for any exempt or non-exempt position level of your choosing and thoroughly made sure the selection of program elements was supported.
Four references.	0 (0.00%) No references provided.	5.625 (3.75%) Does not meet the required number of references; some or all references poor quality choices.	6.375 (4.25%) Meets number of required references; all references high quality choices.	7.5 (5.00%) Exceeds number of required references; all references high quality choices.
Writing mechanics, grammar, and formatting.	0 (0.00%) Serious and persistent errors in grammar, spelling, punctuation, or formatting.	5.625 (3.75%) Partially free of errors in grammar, spelling, punctuation, or formatting.	6.375 (4.25%) Mostly free of errors in grammar, spelling, punctuation, or formatting.	7.5 (5.00%) Error free or almost error free grammar, spelling, punctuation, or formatting.

	Unacceptable	Needs Improvement	Competent	Exemplary
Appropriate use of Strayer Writing Standards for in-text citations and references.	0 (0.00%) Lack of in-text citations and/or lack of a reference section.	5.625 (3.75%) In-text citations and references are provided, but they are only partially formatted correctly.	6.375 (4.25%) Most in-text citations and references are provided, and they are generally formatted correctly.	7.5 (5.00%) In-text citations and references are error free or almost error free and consistently formatted correctly.
Information literacy / integration of sources.	0 (0.00%) Serious errors in the integration of sources, such as intentional or accidental plagiarism or failure to use in-text citations.	5.625 (3.75%) Sources are partially integrated using effective techniques of quoting, paraphrasing, and summarizing.	6.375 (4.25%) Sources are mostly integrated using effective techniques of quoting, paraphrasing, and summarizing.	7.5 (5.00%) Sources are consistently integrated using effective techniques of quoting, paraphrasing, and summarizing.
Clarity and coherence of writing.	0 (0.00%) Information is confusing to the reader and fails to include reasons and evidence that logically support ideas.	5.625 (3.75%) Information is partially clear with minimal reasons and evidence that logically support ideas.	6.375 (4.25%) Information is mostly clear and generally supported with reasons and evidence that logically support ideas.	7.5 (5.00%) Information is provided in a clear, coherent, and consistent manner with reasons and evidence that logically support ideas.

Name:w08a1

Description:w08a1 - Strategic Value of Employee Benefits Programs

Exit



Log in(</index.html>)

</onlinebanking.usbank.com/TUX/public/index.html#startup-service/updateDBWithConfigurations>



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COVID-19 TRANSITION

**SUMMER 2021 GUIDELINES FOR
EMPLOYEES »**

**([HTTPS://HR.WISC.EDU/SUMMER-
2021-GUIDELINES-FOR-
EMPLOYEES/](https://hr.wisc.edu/summer-2021-guidelines-for-employees/))**

**COVID-19 INFORMATION FOR
EMPLOYEES »**

([HTTPS://HR.WISC.EDU/COVID19/](https://hr.wisc.edu/covid19/))

**FURLOUGH AND LEAVE
INFORMATION »**

**([HTTPS://HR.WISC.EDU/COVID19/F
URLOUGH](https://hr.wisc.edu/covid19/furlough/))**

**REMOTE WORK: GUIDELINES AND
RESOURCES FOR EMPLOYEES »**

**([HTTPS://HR.WISC.EDU/REMOTE-
WORK](https://hr.wisc.edu/remote-work/))**

GET STARTED

**NEW EMPLOYEES » ([NEW-
EMPLOYEES/](/new-employees/))**

**CURRENT EMPLOYEES »
([CURRENT-EMPLOYEES/](/current-employees/))**

**INTERNATIONAL EMPLOYEES »
([INTERNATIONAL/](/international/))**

**MANAGERS AND SUPERVISORS »
([MANAGERS-AND-SUPERVISORS/](/managers-and-supervisors/))**

**JOB SEEKERS »
([HTTPS://JOBS.WISC.EDU/](https://jobs.wisc.edu/))**

**HR PROFESSIONALS » ([HR-
PROFESSIONALS/](/hr-professionals/))**

LEARNING AND GROWTH

WELL-BEING » (/WELL-BEING/)

**PROFESSIONAL DEVELOPMENT »
(/PROFESSIONAL-DEVELOPMENT/)**

**CAMPUS COMMUNITIES »
(/PROFESSIONAL-
DEVELOPMENT/COMMUNITIES/)**

CONTACT HR

ASK A QUESTION » (/CONTACT/)

Talk to someone about your pay,
benefits, or other workplace topics.

**CULTURAL LINGUISTIC
SERVICES » (/CLS/)**

Translation and interpretation
services are available for
UW–Madison employees and
departments.

Roger

Professor

*Academic Staff Excellence Award
Winner*

PAY

Pay Calendar

(<https://uwservice.wisconsin.edu/docs/publications/pay-uncl-bw-calendars-a-msn->

BENEFITS

Time Off (/benefits/leave/)

Life Events (/benefits/qualifying-life-events/)

Retirement (/retirement/)

2021.pdf)

Earnings Statements

(<https://my.wisc.edu/portal/f/u12111s4/p/earnings-statement.n17/max/render.uP>)

Direct Deposit (/pay/direct-deposit/)

MORE PAY TOPICS » (/PAY/)

MORE BENEFITS TOPICS » (/BENEFITS/)

NEWS FOR EMPLOYEES

Working at UW

Change to Campus Masking Policy

(<https://working.wisc.edu/change-to-campus-masking-policy/>)

August 4, 2021

Campus Units Can Order Disposable Face Masks and More at No Cost

(<https://working.wisc.edu/campus-units-can-order-disposable-face-masks-and-more-at-no-cost/>)

August 4, 2021

Employee Bus Passes and Certain Parking Permits Now Available

(<https://working.wisc.edu/employee-bus-passes-and-certain-parking-permits-now-available/>)

August 4, 2021

TTC Project Launches Updated Resources

(<https://working.wisc.edu/ttc-project-launches-updated-resources/>)

August 4, 2021

Payroll Schedule for Employees Paid Over Nine Months and Those with Summer

Contracts (<https://working.wisc.edu/payroll->

EVENTS FOR EMPLOYEES

AUGUST

10 Title and Total Compensation (TTC) Project August 2021 Forum

(<http://today.wisc.edu/events/view/16016>)
10:00 am, Online (<https://hr.wisc.edu/ttc-live>)

10 Title and Total Compensation (TTC) Project August 2021 Forum

(<http://today.wisc.edu/events/view/16015>)
1:30 pm, Online (<https://go.wisc.edu/vf7osf>)

10 Title and Total Compensation (TTC) Project August 2021 Forum

(<http://today.wisc.edu/events/view/16015>)
1:30 pm, Online (<https://go.wisc.edu/g992p6>)

10 Title and Total Compensation (TTC) Project August 2021 Forum

(<http://today.wisc.edu/events/view/16015>)
1:30 pm, Online (<https://go.wisc.edu/9i989p>)

10 Title and Total Compensation (TTC) Project August 2021 Forum

(<http://today.wisc.edu/events/view/16015>)
1:30 pm, Online (<https://go.wisc.edu/7gg6cj>)

MORE EVENTS »

([HTTP://TODAY.WISC.EDU/EVENTS/TAG/EMPLOYEES](http://today.wisc.edu/events/tag/employees))

schedule-for-employees-paid-over-nine-months-and-those-with-summer-contracts/)

August 4, 2021

New Policy and Resources Provide Guidance and Support for Remote Work

(<https://working.wisc.edu/new-policy-and-resources-provide-guidance-and-support-for-remote-work/>)

July 28, 2021

MORE NEWS » ([HTTPS://WORKING.WISC.EDU](https://working.wisc.edu))

EMPLOYEE RECOGNITION

Physicist, philosopher receive Vilas honors

(<https://news.wisc.edu/physicist-philosopher-receive-vilas-honors/>)

July 13, 2021

Malia Jones receives UW System award

(<https://www.wisconsin.edu/news/archive/regents-announce-academic-staff-excellence-awards-for-2021/>)

June 2, 2021

Faculty receive WARF Named Professorships, Kellett Fellowships, and Romnes Awards

(<https://news.wisc.edu/faculty-receive-warf-named-professorships->

kellett-fellowships-and-romnes-awards/)

May 25, 2021

National Academy of Sciences adds two UW–Madison faculty members (<https://news.wisc.edu/national-academy-of-sciences-adds-two-uw-madison-faculty-members/>)

April 29, 2021

Postdoc Excellence Awards recognize outstanding UW–Madison postdocs and faculty (<https://news.wisc.edu/postdoc-excellence-awards-recognize-outstanding-uw-madison-postdocs-and-faculty/>)

April 27, 2021

Workplace Posters

FEDERAL WORKPLACE POSTERS » (/REQUIRED-POSTINGS/WORKPLACE-POSTERS/#FEDERAL)

STATE WORKPLACE POSTERS » (/REQUIRED-POSTINGS/WORKPLACE-POSTERS/#STATE)

Notices

LABOR CONDITION APPLICATIONS » (/REQUIRED-POSTINGS/LABOR-CONDITION-APPLICATIONS/)

ONGOING INITIATIVES

Title and Total Compensation Project

Administrative Transformation Program

Developing sustainable ways to maintain market-informed job titles and compensation at UW–Madison and across UW System.

LEARN MORE ABOUT THE TTC PROJECT » (/TITLE-AND-TOTAL-COMPENSATION-STUDY)

The University of Wisconsin's proactive response to the rapidly evolving higher education landscape.

LEARN MORE ABOUT ATP » (HTTPS://ATP.VCFA.WISC.EDU/)

ABOUT THE OFFICE OF HUMAN RESOURCES » (/ABOUT/)

Title of Assignment

Student Name

Class Name and Number

Professor Name

Month Date Year

Title of Assignment

Start the first paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Start the second paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Start the third paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Start the fourth paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Start the fifth paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Sources

1. Enter the first source entry here.
2. Enter the second source entry here.
3. Enter the third source entry here.
4. Enter the fourth source entry here.

SWS Sample Paper: The Aerospace Industry

Maria Young

SWS100

Professor Smith

July 31, 2020

The Aerospace Industry

The aerospace industry plays a critical role in the economy as it is a major mode of transportation for professional and personal travel. There are many airline companies, and the seven largest U.S. airlines, according to Business Insider, include Delta, Southwest, American, United, Alaska, JetBlue, and Spirit (1). Although airline travel is an efficient way for individuals to connect, with advances in technology there is some decline in travel for business purposes. This paper will discuss the airline industry and specifically discuss their goods and services, a few economic factors that relate to this industry, and highlight a trend related to the future of this industry.

Goods and Services

The airline industry provides a service in that it enables passengers to travel using different types of planes and routes, based on different airlines. More airlines are also starting to sell additional goods and services such as credit cards with airline miles, with the goal that this will create loyalty to travel with a specific airline company. With respect to the service provided by airlines, individuals will also see differences in price values based on their travel preferences, such as the time of day, location of travel, type of aircraft, seating preferences (first class versus economy), number of stops, and how early or late the flight was booked. There are also additional factors that would impact the goods and services provided within this industry because travel can be either domestic or international, and longer flights often provide more services and amenities.

Economic Concepts

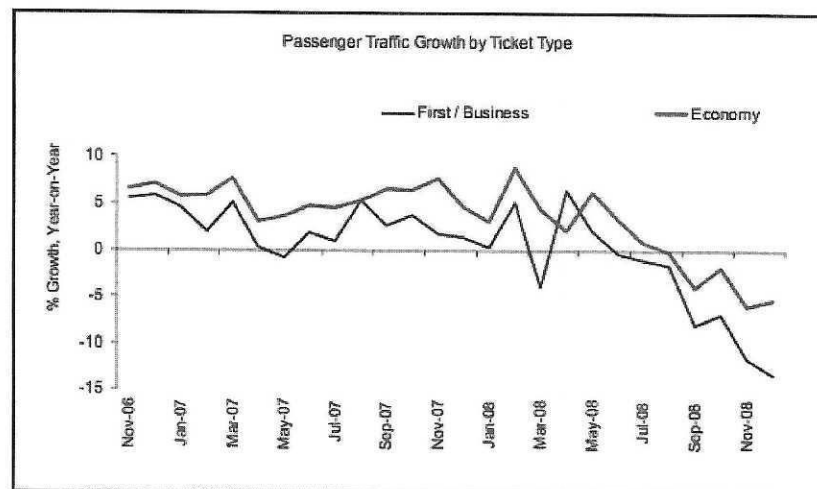
There are many economic concepts that relate to the airline industry, but this brief will focus on the Law of Supply and Law of Demand. The Law of Supply would imply that

airlines have the goal of maximizing their profit by having more flights running and charging a more expensive price. Also, these airline companies would not want to send empty flights, so they would also try to find flight times that might maximize their number of passengers per flight. The Law of Demand would imply that customers will travel more if prices decline and are more affordable.

There are often last-minute sales from the airline companies that are posted online with the goal of encouraging more individuals to travel, since the price was reduced. Although airlines will not receive full price on this individual's ticket purchase, it will still help them to reach their flight capacity. Another important economic concept that stems from these ideas of supply and demand is competition. As prices and travel options fluctuate, individuals may look at different travel alternatives or different airlines to reduce costs, leading airline companies to evaluate their prices daily in comparison with competitor's rates.

Economic Trend

Currently, there are over "42,000 flights and 2.5 million passengers" (Federal Aviation Administration, 2). However, one notable trend over the past decade is an overall decrease in business travel, as seen in the visual below from Snyder (3):



In conclusion, as technology continues to advance, it will be interesting to see what happens in the future, especially as both first (or business) and economy class travel are on the decline.

Sources

1. Business Insider. 2016. These Are the 7 Biggest US Airlines.
<http://www.businessinsider.com/these-are-the-7-biggest-airlines-2016-4#1-delta-7>
2. Federal Aviation Administration. 2017. Air Traffic by the Numbers.
https://www.faa.gov/air_traffic/by_the_numbers/
3. Brett Snyder. 2009. December Premium Air Traffic Down More Than 13 Percent.
<https://www.cbsnews.com/news/december-premium-air-traffic-down-more-than-13-percent/>

NOTE: For the example, Harvey is the first source used in the assignment.

➔ **How It Will Look in Your Source List**

1. Michael Harvey. 2013. The Nuts & Bolts of College Writing. p. 1. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=590706&site=eds-live&scope=site>

➔ **Sample Source List**

Sources

1. Michael Harvey. 2013. The Nuts & Bolts of College Writing. p. 1. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=590706&site=eds-live&scope=site>
2. William R. Stanek. 2010. Storyboarding Techniques chapter in Effective Writing for Business, College and Life. http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=359141&site=eds-live&scope=site&bv=EB&ppid=pp_23
3. Zyad Hicham. 2017. Vocabulary Growth in College-Level Students' Narrative Writing. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=edsdoj&AN=edsdoj.9b7fad40e529462baf3a936aaf81420&site=eds-live&scope=site>
4. Anya Kamenetz. July 10, 2015. The Writing Assignment That Changes Lives. <https://www.npr.org/sections/ed/2015/07/10/419202925/the-writing-assignment-that-changes-lives>

Course Info

HRM599: Human Resource Management Capstone



WELCOME

Welcome to the HRM599 Human Resource Management Capstone course. This course integrates the concepts presented in the Master of Science in Human Resource Management program. You will be required to synthesize and apply the knowledge, competencies, and skills acquired throughout the program by evaluating cases and situations. You will develop strategic solutions to human resource management challenges that align with organizational goals.

COURSE INFORMATION

Course Guide:

- [Download the Course Guide \(.pdf\)](#) - It is important that you read this document several times to obtain a strong understanding of this course.

INFORMATION AND POLICIES

Important Academic Policies and Information

To be a successful student at Strayer University it is important to understand key policies and information related to attendance, academic integrity, and our late policy. Take time to review this information as well as the Student Handbook and University Catalog.

Be sure to ask your faculty member or campus dean should you need any clarification.

Attendance

[Attendance Policy - General](#)

[Attendance - Veterans Educational Benefits Eligibility](#)

[Late Assignment Policy](#)

Academic Integrity

[Academic Integrity Message](#)

Quick Links

[Student Handbook](#)

[University Catalog](#)

Grammarly

Instructions to activate your no-cost premium account are [here](#).

Please note that, from time to time, the University may adopt new policies/ change existing policies. The University will disseminate any new or revised policies, which must also be complied with by students of the University.

ECHAPTERS

Please click on [this link](#) to access eChapters 1, 2, and 3 for this course.

COURSE RESOURCES

Required Resources

Robert Lussier. 2019. *Human Resource Management: Functions, Applications, and Skill Development* (3rd ed.). SAGE Publications, Inc.

Gregg Learning. May 9, 2016. [Human Resource Strategy and Planning](#). <https://www.youtube.com/watch?v=rbvC-zhWTXo&feature=youtu.be>

Integrity HR. April 18, 2018. [5 Steps To Developing A Strategic HR Plan](#). <https://integrityhr.com/hrblog/strategic-hr-plan/>

Management Study Guide. No date. [Job Design - Meaning, Steps and its Benefits](#). <https://www.managementstudyguide.com/job-design.htm>

Business Wales/Busnes Cymru. Mar 17, 2015. [The Recruitment Process](#). <https://www.youtube.com/watch?v=OJNcYZvToGY&feature=youtu.be>

Umar Farooq. September 26, 2015. [Recruitment and Selection Process in HRM](#). <http://www.businessstudynotes.com/hrm/human-resource-management/recruitment-and-selection-process-in-hrm/>

PSI Testing Excellence. July 3, 2012. [5 Tips for Designing An Effective Employee Selection System](#). <https://blog.psionline.com/talent/bid/147051/5-Tips-for-Designing-an-Effective-Employee-Selection-System>

Gregg Learning. June 20, 2016. [Lesson 2: Identify Training Needs](#). <https://www.youtube.com/watch?v=Y14R-brmFqA&feature=youtu.be>

Carter McNamara. No date. [How to Design Your Personal and Professional Development Program](#). <https://managementhelp.org/training/systematic/guidelines-to-design-training.htm>

HRinAsia. November 30, 2015. [6 Key Qualities Transforming HR as a Strategic Business Partner](https://www.hrinasia.com/leadership-2/6-key-qualities-transforming-hr-as-a-strategic-business-partner/). <https://www.hrinasia.com/leadership-2/6-key-qualities-transforming-hr-as-a-strategic-business-partner/>

SHRM. April 20, 2017. [5 Reasons to Seek SHRM Certification](https://www.youtube.com/watch?v=WxSoJlanq1Q&feature=youtu.be). <https://www.youtube.com/watch?v=WxSoJlanq1Q&feature=youtu.be>

Serhart Kurt. December 16, 2018. [ADDIE Model: Instructional Design](https://educationaltechnology.net/the-addie-model-instructional-design/). <https://educationaltechnology.net/the-addie-model-instructional-design/>

SHRM. May 11, 2016. [SHRM Certification Testimonial - Robert Eugene Brabo II, SHRM-SCP](https://www.youtube.com/watch?v=uDVHBQXJB-8&feature=youtu.be). <https://www.youtube.com/watch?v=uDVHBQXJB-8&feature=youtu.be>

SHRM. July 26, 2018. [Why Choose SHRM-CP/SHRM-SCP Certification?](https://www.youtube.com/watch?v=IO8YM0N4RUU&feature=youtu.be) <https://www.youtube.com/watch?v=IO8YM0N4RUU&feature=youtu.be>

SHRM. November 28, 2016. [Who is Eligible for SHRM Certification?](https://www.youtube.com/watch?v=rgTBZrSppfE&feature=youtu.be) <https://www.youtube.com/watch?v=rgTBZrSppfE&feature=youtu.be>

SHRM. No Date. [Eligibility Criteria](https://www.shrm.org/certification/apply/eligibility-criteria/Pages/default.aspx). <https://www.shrm.org/certification/apply/eligibility-criteria/Pages/default.aspx>

USBank. January, 2019. [Benefits At A Glance](http://www.usbankhr.com/hr/docs/benefits/benefits-at-a-glance-next.pdf). <http://www.usbankhr.com/hr/docs/benefits/benefits-at-a-glance-next.pdf>

University of Wisconsin Madison, 2020. [New Employee Benefits Summary](https://hr.wisc.edu/docs/new-employee-benefits-summary.pdf). <https://hr.wisc.edu/docs/new-employee-benefits-summary.pdf>

SHRM. No date. [Body of Competency and Knowledge](https://www.shrm.org/certification/about/body-of-competency-and-knowledge/Pages/default.aspx) <https://www.shrm.org/certification/about/body-of-competency-and-knowledge/Pages/default.aspx>

GMASHRM. No date. [The SHRM Body of Competency and Knowledge](http://www.gmashrm.org/proxy/files/Certification/SHRM%20BoCK.pdf). <http://www.gmashrm.org/proxy/files/Certification/SHRM%20BoCK.pdf>

Ассоциация HRFORUM. May 27, 2018. [The Value of SHRM Certification to Your Employer](https://www.youtube.com/watch?v=aD5pJm3EiGs&feature=youtu.be). <https://www.youtube.com/watch?v=aD5pJm3EiGs&feature=youtu.be>

Scott Madden Management Consultants. 2012. [The Evolution of the HR Business Partner Role](https://www.scottmadden.com/wp-content/uploads/userFiles/misc/8d0d88c7547b6e2b8f6f6fcb6a9d6b3.pdf). <https://www.scottmadden.com/wp-content/uploads/userFiles/misc/8d0d88c7547b6e2b8f6f6fcb6a9d6b3.pdf>

ASK THE PROFESSOR

Welcome to the Question Area! Your instructor will respond to your postings as quickly as possible (in 24 - 48 hours). Click on the Ask the Professor link above if you:

- Have course-related questions (try this before email).
- Want to benefit from responses to questions.
- Have comments or concerns about the class.

Questions of a private nature (e.g. your grades) should be asked by contacting your instructor directly via email or phone call.

TECHNICAL AND ACADEMIC SUPPORT INFORMATION

Technical Support:

For student technical support, please use one of the following options:



Desk representative.

- Visit the iCampus Technical Support page at <https://icampus.strayer.edu/technical-support>.

Course Help Videos:

Click [here](#) to view videos on how to navigate and use Blackboard.

Submitting a Clickable Rubric Assignment

[Click here](#) to view a short video which will cover:

- Viewing an assignment's directions and criteria.
- Viewing an assignment's grading rubric.
- Submitting your assignment.

ADDITIONAL RESOURCES

Instructional Materials Updates will be placed here by the Curriculum Design and Development Team if necessary.

