

Presentation Quality	Presentation is difficult to follow and understand by audiences (e.g., performing poorly in volume, fluency, conversational tone, and non-verbal communication) (0)	Presentation is somewhat okay to follow and understand by audiences (0.5)	Presentation is somewhat easy to follow and understand by audiences (0.75)	Presentation is easy to follow and understand by audiences (1)
Presentation Quality	The presentation does not have the key components (e.g., introduction/open statement, outline, key sections, conclusion, and sources of information) (0)	The presentation covers part of the key components (0.5)	The presentation covers most of the key components (0.75)	The presentation covers all the key components (1)

*C/B represents compensation/benefit

Peer/self-Evaluation (5 pts)

Each student will 1) be evaluated by peers in the team, 2) evaluate other members, and 3) evaluate yourself, by using the rubrics below. Your final peer/self-Evaluation will be based on the average value from these three sources.

	Poor (0)	Inadequate (0.25)	Average (0.5)	Good (0.75)	Excellent (1)
Attendance at group meetings, contribution to meetings, carrying out designated tasks, dealing with problems.					
Effectiveness in meetings, clarity of work submitted to the group, negotiation with the group, communication between meetings, and providing feedback.					
Motivation, creativity, and taking initiative during the project					
Skills in self-organization, planning, setting targets, and keeping to deadlines.					
The overall effort put in by an individual during the semester.					

Team Project Collaboration (4 pts):

Since this is a team project, **all team members are expected to proactively participate in the project and collaborate with other team members rather than expect other team members to do all the works (NO FREE RIDING!)**, and collaboration will be evaluated as part of the points. All team members should keep a record of project-related communication. The recommended format of communication is via the Canvas team discussion board (different from the discussion board for class participation – the instructor will periodically check the group discussion board and evaluate every

member based on his/her activities on the board). The team discussion board can be found under the "Groups" tab. Evaluation of collaboration (rubrics) can be found below:

	Poor (0)	Inadequate (0.25)	Average (0.5)	Good (0.75)	Excellent (1)
Participate in goal setting process (e.g., setting goals and discussing goals)					
Regular and effective communication (e.g., participating in group discussions and contribute to group discussion)					
Provide answer, clarification, and output to other team members (e.g., responding to other members' questions in a timely manner, clarifying other members' confusion)					
Motivation, facilitation, and initiative during the project (e.g., motivating other members, facilitating discussions, taking initiatives)					

Scholarly paper (15 pts) (CLO1, 2, 3, 4, 6, 7, 8, 9, 10)

Each student is responsible for selecting a specific topic within the area of Total Rewards and writing a scholarly paper. **All students MUST get the approval of their scholarly paper topic by the end of week 5** to ensure that the topic is appropriate for the course and not overly broad. Students earn points for this paper by conducting a literature review search and selecting 10 or more current (less than 5 years old) journal articles that fit the course content.

Students should write a comprehensive summary of the key findings from the literature review and discuss the application of those findings to the business world, as well as the conclusion. The submission should utilize APA guidelines for format and citations (e.g., cites in-text appropriately using APA style, includes a reference list formatted according to APA style, uses APA document format, such as margins, headings, etc.), includes an NSU cover page, be typed, double-spaced, and contain 12-15 pages (Times New Roman, 12, double space, 1-inch page margin) with the following sections:

- Standard NSU Cover Page
- Title Page
- Table of Contents
- Body of Paper - Quotations, lists, tables, charts, etc. can be an excellent source of supporting material for the paper. The paper should include the following appropriately labeled section headers:
 - Introduction (introduces topic/purpose of paper)
 - Background of the topic (identify the problem)
 - Review the literature (report how/where do you find literature)
 - Findings from the literature
 - Applying the findings to the business world (how to link it to specific business functions and solve problems? Evaluate alternative solutions, and decide which should be the best solution, based on logical and critical thinking, as well as information you collected)
 - Conclusion (include implications)
 - References
 - Appendix (if needed) - additional charts, graphs, or tables that support research findings

NOTE – Plagiarism will not be tolerated. **Students' work will be tested by Turnitin, to detect plagiarism.** Any student found to have plagiarized within any part of the term paper will receive an automatic "F" in the course.

The due day of the scholarly paper can be found in Section 3 – Class Schedule.

Late Paper Policy. Late paper is generally not accepted. If accepted, the penalty for a late paper is a 20% of point deduction unless the student has made prior arrangements with the instructor. Anytime a student feels that he/she might be falling behind in the paper, it is best to contact the instructor to discuss the situation in advance.

Scholarly Paper Grade Rubric:

The submission should provide a summary of major theories related to the course and apply said theories to real-world business applications in the student's current/former place of employment. The following is the rubric for the research paper.

Criterion	Basic	Developing	Acceptable	Accomplished
A comprehensive summary of the key Literature	Does not provide a summary of the literature (0)	Provides a minimal explanation of key literature and summary (1)	Explains key points of literature review and summary (2)	Provides added detail of key points of literature and summary. (3)
Discusses the application of findings to the business world	Fails to relate findings to the business world (0)	Provides undeveloped examples of how findings relate to the business world (1)	Relates the findings but needs more development (2)	Relates the findings and provided examples (3)
Writes Effectively & Well Formatted (Cover page, TOC, Intro, Conclusion, & references).	Did not follow instructions or guidelines (0)	Writes with limited clarity and follows some guidelines with few errors (1)	Writes with clarity and follows some guidelines (2)	Well-organized & formatted paper (3)
Appropriate Use of Source material (references)	Did not follow instructions (0)	Correctly used 5-6 references (1)	Correctly used 7-8 references (2)	Use more than 10 references (3)
USES APA 6th ed. APPROPRIATELY	Fails to use APA (0)	Uses APA with frequent errors (1)	Uses APA with a few errors (2)	Uses APA with no errors (3)

Exams (5 pts *2 = 10 pts) (CLO1, 2, 4, 6, 7, 8, 9, 10)

Two non-cumulative multiple choices & T/F questions exams, one on week 4 (mid-term), another on week 8 (final week). Each exam includes 50 questions (a combination of multiple choices & T/F questions). Please note, the actual number of questions in each exam may vary, ranging from 50 to 55 questions. These exams are open book and open note, but you will need to finish each exam in 180 minutes (in one sitting). Both exams will be given on the Canvas and available to take during the corresponding week (week 4 and week 8). Please make sure you check the internet quality before taking the exam. Each exam will be posted on the Canvas on the corresponding week and available for a certain time window. It is the students' responsibility to take the exam within the exam time window.

The due day of the exams can be found in Section 3 – Class Schedule.

Make-up exams are generally not offered. If a student is unable to take an upcoming exam, it is the student's