ASSIGNMENT INFORMATION

Due Date	Points Possible
Monday, November 2, 2020 9:00 AM	**230** View Rubric

Compensation Strategies, Best Practices, and Challenges Presentation

For this assignment, assume you are a compensation analyst in a large financial services company. You have been in your role for almost a year. At your weekly one-on-one with your boss, she tells you that the human resources representatives at the company are fielding a number of questions from employees and applicants about compensation. The human resource representatives' knowledge of compensation is not deep.

She asks that you prepare and deliver a 10- to 15-minute PowerPoint presentation (10–15 slides) at an upcoming departmental meeting that provides basic information about what is going on in the compensation field today. Specifically she wants you to address compensation strategies that companies employ, note three of their best compensation practices, and examine three compensation challenges today's companies are facing.

Develop and deliver a 10–15 minute audio PowerPoint presentation (10 to 15 slides) in which you:

1. Analyze the compensation strategies companies use to attract and retain talent.
2. Determine three best compensation practices used by companies.
   - Be sure to provide your rationale for selecting these best practices as opposed to others.
3. Examine three compensation-related challenges companies face.
   - Be sure to provide your rationale for selecting these compensation challenges as opposed to others.
4. Explain what discretionary benefits are and how companies use them to benefit the company and its stakeholders.
5. Examine how laws, labor unions, and market factors impact companies' compensation strategies and practices.
6. Deliver a succinct, engaging, and informative presentation on compensation strategies, best practices, and challenges.
   - **Note:** Be sure to include additional detail about what you will say as you deliver your presentation on the notes pages in PowerPoint.
   - Consult Use Kaltura [PDF] for help in recording your presentation and

*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 savir*

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- 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.
- Use a readable size font (24 pt or above) on your slides. For your slide notes, the preferred method is to use Times New Roman font (size 12).
- Include a title slide containing the assignment title, your name, your professor's name, the course title, and the date. The title slide is not included in the required number of slides.
- Include a source list slide. Citations and references must follow SWS format. The source list slide is not included in the required number of slides.

Note: Last week's assignment preparation activity provides resources on how to:

- Avoid plagiarism.
- Integrate resources into your presentation.
- Adhere to the Strayer Writing Standards.
- Develop and deliver a succinct, engaging, and informative presentation.

The specific course learning outcome associated with this assignment is:

- Research current compensation strategies, best compensation practices and compensation challenges facing companies.

Institution Release Statement

ASSIGNMENT SUBMISSION

Create Submission in Blackboard Start Submission

Attach Files **Browse My Computer** **Browse Content Collection**

*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 savi*

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Name: **w04a1**

Exit

Description: **Compensation Strategies, Best Practices, and Challenges Presentation Rubric**

Grid View List View

	Unacceptable	Needs Improvement	Satisfactory	Competent	Exemplary
Analyze the compensation strategies companies use to attract and retain talent.	**0** (0.00%) Did not submit or incompletely analyzed the compensation strategies companies use to attract and retain talent.	**22.425** (9.75%) Insufficiently analyzed the compensation strategies companies use to attract and retain talent.	**25.875** (11.25%) Partially analyzed the compensation strategies companies use to attract and retain talent.	**29.325** (12.75%) Satisfactorily analyzed the compensation strategies companies use to attract and retain talent.	**34.5** (15.00%) Thoroughly analyzed the compensation strategies companies use to attract and retain talent.
Determine three best compensation practices used by companies.	**0** (0.00%) Did not submit or incompletely determined three best compensation practices used by companies.	**22.425** (9.75%) Insufficiently determined three best compensation practices used by companies.	**25.875** (11.25%) Partially determined three best compensation practices used by companies.	**29.325** (12.75%) Satisfactorily determined three best compensation practices used by companies.	**34.5** (15.00%) Thoroughly determined three best compensation practices used by companies.
Examine three compensation-related challenges companies face.	**0** (0.00%) Did not submit or incompletely examined three compensation-related challenges companies face.	**22.425** (9.75%) Insufficiently examined three compensation-related challenges companies face.	**25.875** (11.25%) Partially examined three compensation-related challenges companies face.	**29.325** (12.75%) Satisfactorily examined three compensation-related challenges companies face.	**34.5** (15.00%) Thoroughly examined three compensation-related challenges companies face.
Explain what discretionary benefits are and how companies use them to benefit the company and its stakeholders.	**0** (0.00%) Did not submit or incompletely explained what discretionary benefits are and how companies use them to benefit the company and its stakeholders.	**22.425** (9.75%) Insufficiently explained what discretionary benefits are and how companies use them to benefit the company and its stakeholders.	**25.875** (11.25%) Partially explained what discretionary benefits are and how companies use them to benefit the company and its stakeholders.	**29.325** (12.75%) Satisfactorily explained what discretionary benefits are and how companies use them to benefit the company and its stakeholders.	**34.5** (15.00%) Thoroughly explained what discretionary benefits are and how companies use them to benefit the company and its stakeholders.

	Unacceptable	Needs Improvement	Satisfactory	Competent	Exemplary
Examine how laws, labor unions, and market factors impact companies' compensation strategies and practices.	**0** (0.00%) Did not submit or incompletely examined how laws, labor unions, and market factors impact companies' compensation strategies and practices.	**22.425** (9.75%) Insufficiently examined how laws, labor unions, and market factors impact companies' compensation strategies and practices.	**25.875** (11.25%) Partially examined how laws, labor unions, and market factors impact companies' compensation strategies and practices.	**29.325** (12.75%) Satisfactorily examined how laws, labor unions, and market factors impact companies' compensation strategies and practices.	**34.5** (15.00%) Thoroughly examined how laws, labor unions, and market factors impact companies' compensation strategies and practices.
Deliver a succinct, engaging, and informative presentation on compensation strategies, best practices, and challenges.	**0** (0.00%) Did not submit or incompletely determined the key criteria necessary to make an arrest in your state for a given situation.	**14.95** (6.50%) Insufficiently determined the key criteria necessary to make an arrest in your state for a given situation.	**17.25** (7.50%) Partially determined the key criteria necessary to make an arrest in your state for a given situation.	**19.55** (8.50%) Satisfactorily determined the key criteria necessary to make an arrest in your state for a given situation.	**23** (10.00%) Thoroughly determined the key criteria necessary to make an arrest in your state for a given situation.
Integrate at least 3 quality references.	**0** (0.00%) No references provided.	**7.475** (3.25%) Does not meet the required number of references; all references poor quality choices.	**8.625** (3.75%) Does not meet the required number of references; some references poor quality choices.	**9.775** (4.25%) Meets number of required references; all references high quality choices.	**11.5** (5.00%) Exceeds number of required references; all references high quality choices.
Clarity, writing mechanics, and formatting requirements.	**0** (0.00%) More than 8 errors present.	**14.95** (6.50%) 7–8 errors present.	**17.25** (7.50%) 5–6 errors present.	**19.55** (8.50%) 3–4 errors present.	**23** (10.00%) 0–2 errors present.

Name:**w04a1**

Exit

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