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

Points: 250	Assignment 1: Compensation Practice				
Criteria	Unacceptable Below 60% F	Meets Minimum Expectations 60-69% D	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
1. Briefly describe the company you researched, its compensation strategy, best practices they are applying, and compensation-related challenges they are facing. Weight: 10%	Did not submit or incompletely described the company you researched, its compensation strategy, best practices they are applying, and compensation-related challenges they are facing.	Insufficiently described the company you researched, its compensation strategy, best practices they are applying, and compensation-related challenges they are facing.	Partially described the company you researched, its compensation strategy, best practices they are applying, and compensation-related challenges they are facing.	Satisfactorily described the company you researched, its compensation strategy, best practices they are applying, and compensation-related challenges they are facing.	Thoroughly described the company you researched, its compensation strategy, best practices they are applying, and compensation-related challenges they are facing.
2. Analyze how your company applies compensation practice to determine the positive or negative impact to the company and its stakeholders. Weight: 25%	Did not submit or incompletely analyzed how your company applies compensation practice to determine the positive or negative impact to the company and its stakeholders.	Insufficiently analyzed how your company applies compensation practice to determine the positive or negative impact to the company and its stakeholders.	Partially analyzed how your company applies compensation practice to determine the positive or negative impact to the company and its stakeholders.	Satisfactorily analyzed how your company applies compensation practice to determine the positive or negative impact to the company and its stakeholders.	Thoroughly analyzed how your company applies compensation practice to determine the positive or negative impact to the company and its stakeholders.
3. Examine the ways in which laws, labor unions, and market factors impact the company's compensation practices. Provide specific examples to support your	Did not submit or incompletely examined the ways in which laws, labor unions, and market factors impact the company's compensation	Insufficiently examined the ways in which laws, labor unions, and market factors impact the company's compensation practices.	Partially examined the ways in which laws, labor unions, and market factors impact the company's compensation practices.	Satisfactorily examined the ways in which laws, labor unions, and market factors impact the company's compensation practices.	Thoroughly examined the ways in which laws, labor unions, and market factors impact the company's compensation practices.

	specific examples to support your response.	support your response.	support your response.	support your response.	support your response.
4. Evaluate the effectiveness of traditional bases for pay at the company you researched. Weight: 25%	Did not submit or incompletely evaluated the effectiveness of traditional bases for pay at the company you researched.	Insufficiently evaluated the effectiveness of traditional bases for pay at the company you researched.	Partially evaluated the effectiveness of traditional bases for pay at the company you researched.	Satisfactorily evaluated the effectiveness of traditional bases for pay at the company you researched.	Thoroughly evaluated the effectiveness of traditional bases for pay at the company you researched.
5. 3 references Weight: 5%	No references provided	Does not meet the required number of references; all references poor quality choices.	Does not meet the required number of references; some references poor quality choices.	Meets number of required references; all references high quality choices.	Exceeds number of required references; all references high quality choices.
6. Clarity, writing mechanics, and formatting requirements Weight: 10%	More than 8 errors present	7-8 errors present	5-6 errors present	3-4 errors present	0-2 errors present



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