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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.

Assignment 2: Compensation Plan Outline					
Points: 300					
Criteria	Unacceptable Below 60% F	Meets Minimum Expectations 60-69% D	Fair 70-79% C	Proficient 80-89% B	Thorough 90-100% A
1. Evaluate the existing compensation plan to determine if it is the most appropriate for your company. Explain your rationale. Weight: 15%	Did not submit or incompletely evaluated the existing compensation plan to determine if it is the most appropriate for your company. Did not submit or incompletely explained your rationale.	Insufficiently evaluated the existing compensation plan to determine if it is the most appropriate for your company. Insufficiently explained your rationale.	Partially evaluated the existing compensation plan to determine if it is the most appropriate for your company. Partially explained your rationale.	Satisfactorily evaluated the existing compensation plan to determine if it is the most appropriate for your company. Satisfactorily explained your rationale.	Thoroughly evaluated the existing compensation plan to determine if it is the most appropriate for your company. Thoroughly explained your rationale.
2. Determine the most beneficial ratio of internally consistent and market consistent compensation systems for the company you selected. Weight: 15%	Did not submit or incompletely determined the most beneficial ratio of internally consistent and market consistent compensation systems for the company you selected.	Insufficiently determined the most beneficial ratio of internally consistent and market consistent compensation systems for the company you selected.	Partially determined the most beneficial ratio of internally consistent and market consistent compensation systems for the company you selected.	Satisfactorily determined the most beneficial ratio of internally consistent and market consistent compensation systems for the company you selected.	Thoroughly determined the most beneficial ratio of internally consistent and market consistent compensation systems for the company you selected.
3. Evaluate the current pay structure used by your company and assess the recognition of employee contributions. Weight: 20%	Did not submit or incompletely evaluated the current pay structure used by your company and did not submit or incompletely assessed the recognition of employee contributions.	Insufficiently evaluated the current pay structure used by your company and insufficiently assessed the recognition of employee contributions.	Partially evaluated the current pay structure used by your company and partially assessed the recognition of employee contributions.	Satisfactorily evaluated the current pay structure used by your company and satisfactorily assessed the recognition of employee contributions.	Thoroughly evaluated the current pay structure used by your company and thoroughly assessed the recognition of employee contributions.
4. Make two (2)	Did not submit or	Insufficiently	Partially made	Satisfactorily	Thoroughly

the discretionary benefits provided by the company you selected. Weight: 20%	for improving the effectiveness of the discretionary benefits provided by the company you selected.	effectiveness of the discretionary benefits provided by the company you selected.	effectiveness of the discretionary benefits provided by the company you selected.	effectiveness of the discretionary benefits provided by the company you selected.	e th b b y
5. Evaluate the types of employer-sponsored retirement plans and health insurance programs provided by the company you selected and compare them to that company's major competitors. Weight: 15%	Did not submit or incompletely evaluated the types of employer-sponsored retirement plans and health insurance programs provided by the company you selected. Did not submit or incompletely compared them to that company's major competitors.	Insufficiently evaluated the types of employer-sponsored retirement plans and health insurance programs provided by the company you selected and insufficiently compared them to that company's major competitors.	Partially evaluated the types of employer-sponsored retirement plans and health insurance programs provided by the company you selected and partially compared them to that company's major competitors.	Satisfactorily evaluated the types of employer-sponsored retirement plans and health insurance programs provided by the company you selected and satisfactorily compared them to that company's major competitors.	T e t e s r a i p p c s th c to c c
6. 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.	E o r r q
7. 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



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