

**GB520-3:** Analyze Human Resource considerations to business decision making.

**If work submitted for this Competency Assessment does not meet the minimum submission requirements, it will be returned without being scored.**

CRITERIA	MET	NOT MET
<b>Create one job description for the Benefits Manager.</b>		
[Defend the weighted value of the job created.]		
<b>Conduct a regression analysis that results in a market pay line that supports the validity of the pay ranges in the case study.</b>		
[Critique the statistical analysis conducted and determine how the data is valid.]		
<b>Calculate the predicted base pay for each benchmark job.</b>		
[Create and adjust the predicted pay rates to determine the base pay rate you will offer for each benchmark job by 3%.]		
<b>Create pay grades by combining any benchmark jobs that are substantially comparable for pay purposes.</b>		
[Determine the pay range (i.e., minimum and maximum) for each pay grade.]		
<b>Overall # Bold Criteria Met/Not Met</b>		
[Overall # Mastery Criteria Met/Not Met]		

The criterion statements in **bold** are the minimum requirement to show competent performance on the course outcome; **all bold** criteria must be met to pass this Course Outcome.

The criterion statements in [Brackets] represent mastery achievement. A predefined number of mastery criteria must be achieved to earn an A grade, indicating mastery of the Course Outcome.

**CLA and Grade Criteria Chart**

CRITERIA	CLA Score	Grade	Points
Meets all <b>bold</b> criteria and 2 to 4 of the mastery criteria	5	A	1,000
Meets all <b>bold</b> criteria and 0 to 1 of mastery criteria	4	B	800
Meets 3 of <b>bold</b> criteria	3	Not yet competent (F at term end)	0

<b>CRITERIA</b>	<b>CLA Score</b>	<b>Grade</b>	<b>Points</b>
Meets 2 of <b>bold</b> criteria	2	Not yet competent (F at term end)	0
Meets 1 of <b>bold</b> criteria	1	Not yet competent (F at term end)	0
Meets no <b>bold</b> criteria	0	Not yet competent (F at term end)	0
No submission	NA	Not yet competent (F at term end)	0