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## Rubric Detail

*A rubric lists grading criteria that instructors use to evaluate student work. Your instructor linked a rubric to this item and made it available to you. Select **Grid View** or **List View** to change the rubric's layout.*

Name: **HRM500 Week 10 Assignment 4: Recognizing Employee Contributions**Description: **HRM500 Week 10 Assignment 4: Recognizing Employee Contributions**[Exit](#)[Grid View](#)[List View](#)

	<b>Unacceptable Below 70% F</b>	<b>Fair 70-79% C</b>	<b>Proficient 80- 89% B</b>	<b>Exemplary 90- 100% A</b>
<p><b>HRM500-A4-1</b>  <b>1. Propose two (2) methods an HR professional could use to determine incentive pay. Specify the principal manner in which the proposed methods take into consideration individual, group, and company performance. Justify your response. Weight: 20%</b></p>	<p>0 (0%) - 41.97 (13.99%)</p> <p>Did not submit or incompletely proposed two (2) methods an HR professional could use to determine incentive pay. Did not submit or incompletely specified the principal manner in which the proposed methods take into consideration individual, group, and company performance. Did not submit or incompletely justified your response.</p>	<p>42 (14%) - 47.97 (15.99%)</p> <p>Partially proposed two (2) methods an HR professional could use to determine incentive pay. Partially specified the principal manner in which the proposed methods take into consideration individual, group, and company performance. Partially justified your response.</p>	<p>48 (16%) - 53.97 (17.99%)</p> <p>Satisfactorily proposed two (2) methods an HR professional could use to determine incentive pay. Satisfactorily specified the principal manner in which the proposed methods take into consideration individual, group, and company performance. Satisfactorily justified your response.</p>	<p>54 (18%) - 60 (20%)</p> <p>Thoroughly proposed two (2) methods an HR professional could use to determine incentive pay. Thoroughly specified the principal manner in which the proposed methods take into consideration individual, group, and company performance. Thoroughly justified your response.</p>
<p><b>HRM500-A4-2</b>  <b>2. Examine the core legal requirements affecting employee benefits in today's competitive environment. Determine the legally mandated benefits that the company must currently offer to its employees. Weight: 15%</b></p>	<p>0 (0%) - 31.47 (10.49%)</p> <p>Did not submit or incompletely examined the core legal requirements affecting employee benefits in today's competitive environment. Did not submit or incompletely determined the legally mandated benefits that the company must currently offer to its employees.</p>	<p>31.5 (10.5%) - 35.97 (11.99%)</p> <p>Partially examined the core legal requirements affecting employee benefits in today's competitive environment. Partially determined the legally mandated benefits that the company must currently offer to its employees.</p>	<p>36 (12%) - 40.47 (13.49%)</p> <p>Satisfactorily examined the core legal requirements affecting employee benefits in today's competitive environment. Partially determined the legally mandated benefits that the company must currently offer to its employees.</p>	<p>40.5 (13.5%) - 45 (15%)</p> <p>Thoroughly examined the core legal requirements affecting employee benefits in today's competitive environment. Thoroughly determined the legally mandated benefits that the company must currently offer to its employees.</p>

<p><b>HRM500-A4-3</b>  <b>3. Recommend at least four (4) additional benefits that the organization should consider providing to its employees. Suggest at least three (3) important concepts that a company must consider when designing benefit plans. Provide a rationale for your response.</b>  <b>Weight: 20%</b></p>	<p>0 (0%) - 41.97 (13.99%)                  Did not submit or incompletely recommended at least four (4) additional benefits that the organization should consider providing to its employees. Did not submit or incompletely suggested at least three (3) important concepts that a company must consider when designing benefit plans. Did not submit or incompletely provided a rationale for your response.</p>	<p>42 (14%) - 47.97 (15.99%)                  Partially recommended at least four (4) additional benefits that the organization should consider providing to its employees. Partially suggested at least three (3) important concepts that a company must consider when designing benefit plans. Partially provided a rationale for your response.</p>	<p>48 (16%) - 53.97 (17.99%)                  Satisfactorily recommended at least four (4) additional benefits that the organization should consider providing to its employees. Satisfactorily suggested at least three (3) important concepts that a company must consider when designing benefit plans. Satisfactorily provided a rationale for your response.</p>	<p>54 (18%) - 60 (20%)                  Thoroughly recommended at least four (4) additional benefits that the organization should consider providing to its employees. Thoroughly suggested at least three (3) important concepts that a company must consider when designing benefit plans. Thoroughly provided a rationale for your response.</p>
<p><b>HRM500-A4-4</b>  <b>4. Assess the efficiency of common techniques for effectively communicating compensation and benefit plans to employees. Support your answer.</b>  <b>Weight: 15%</b></p>	<p>0 (0%) - 31.47 (10.49%)                  Did not submit or incompletely assessed the efficiency of common techniques for effectively communicating compensation and benefit plans to employees. Did not submit or incompletely supported your answer.</p>	<p>31.5 (10.5%) - 35.97 (11.99%)                  Partially assessed the efficiency of common techniques for effectively communicating compensation and benefit plans to employees. Partially supported your answer.</p>	<p>36 (12%) - 40.47 (13.49%)                  Satisfactorily assessed the efficiency of common techniques for effectively communicating compensation and benefit plans to employees. Satisfactorily supported your answer.</p>	<p>40.5 (13.5%) - 45 (15%)                  Thoroughly assessed the efficiency of common techniques for effectively communicating compensation and benefit plans to employees. Thoroughly supported your answer.</p>
<p><b>HRM500-A4-5</b>  <b>5. Suggest two (2) ethical risks of making incentive pay a large portion of employees' total compensation. Propose two (2) recommendations for ways the company might mitigate or reduce these risks.</b>  <b>Weight: 15%</b></p>	<p>0 (0%) - 31.47 (10.49%)                  Did not submit or incompletely examined two (2) ethical risks of making incentive pay a large portion of employees' total compensation as the HR manager. Did not submit or incompletely proposed two (2) recommendations for ways the</p>	<p>31.5 (10.5%) - 35.97 (11.99%)                  Partially examined two (2) ethical risks of making incentive pay a large portion of employees' total compensation as the HR manager. Partially proposed two (2) recommendations for ways the company might mitigate or</p>	<p>36 (12%) - 40.47 (13.49%)                  Satisfactorily examined two (2) ethical risks of making incentive pay a large portion of employees' total compensation as the HR manager. Satisfactorily proposed two (2) recommendations for ways the company might mitigate or</p>	<p>40.5 (13.5%) - 45 (15%)                  Thoroughly examined two (2) ethical risks of making incentive pay a large portion of employees' total compensation as the HR manager. Thoroughly proposed two (2) recommendations for ways the company might mitigate or</p>

	company might mitigate or reduce these risks.	reduce these risks.	reduce these risks.	reduce these risks.
<b>HRM500-A4-6</b> <b>6. 4 references</b> <b>Weight: 5%</b>	0 (0%) - 10.47 (3.49%) No references provided	10.5 (3.5%) - 11.97 (3.99%) Does not meet the required number of references; some or all references poor quality choices.	12 (4%) - 13.47 (4.49%) Meets number of required references; all references high quality choices.	13.5 (4.5%) - 15 (5%) Exceeds number of required references; all references high quality choices.
<b>HRM500-A4-7</b> <b>7. Clarity, writing mechanics, and formatting requirements</b> <b>Weight: 10%</b>	0 (0%) - 20.97 (6.99%) More than 6 errors present	21 (7%) - 23.97 (7.99%) 5-6 errors present	24 (8%) - 26.97 (8.99%) 3-4 errors present	27 (9%) - 30 (10%) 0-2 errors present

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