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| **Discussion #1**  Describe the market positioning (for total rewards) of at least two organizations.  Use a minimum of two references and interact with at least two classmates.  **Discussion #2**  Share at least two examples for how the changes in demographics have resulted in changes to total rewards offered in organizations.  Use a minimum of two references. You do not need to interact with a classmate.  **Discussion #3**  What, in your opinion are three top elements to consider when setting compensation?  Use a minimum of one reference and interact with at least one classmate. |

You must start a thread before you can read and reply to other threads

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| **Discussion #1**  Of the perks you learned about in the readings for the week, which two were surprising to you? Select two from the various lists and share how you think offering the perks assist the organization in attracting, retaining and engaging their employees.  You don't need to interact with another classmate.  **Discussion #2**  Select one benefit and compliance issue identified in Module 3 and share how you feel it is a potentially risky one of which all organizations need to be aware.  Use a minimum of one reference and interact with at least two classmates.  [[https://learn.umuc.edu/d2l/img/lp/pixel.gif](javascript:void(0);)Actions for Week 4 Discussions & Learning Activities](javascript:void(0);)  Must post first.   |  | | --- | | **Discussion #1**  After reviewing the reading material about the terms differentiation and segmentation, share an example in your own organization of how employees are differentiated or segmented.  In addition, share how your organization differentiates itself from its competitors (competitors for employees).  Use a minimum of one reference to support your discussion and interact with at least two classmates. |   **Discussion #2: Midterm Check**  We are at the mid-point in our course!  Please provide feedback on how you are progressing toward the learning outcomes stated for the course. Share, in addition, a tip or recommendation you have for the rest of the class for staying focused, organized and successful for the rest of the course.  You don't need to interact and you don't need a reference. |

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| **Discussion #1**  Give an academic definition of the term metric (with an in-text citation) and share an example of at least two metrics you are considering for your second MS PowerPoint presentation due at the end of this week.  Use a minimum of two references. You do not need to interact with a classmate.  **Discussion #2**  Share why metrics are important to HR professionals (use at least one in-text citation).  Use a minimum of one reference and interact with at least two classmates. |

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Must post first.

**Discussion #1**

Describe what you learned about the impact of economic, social, and demographic trends affecting the US labor environment.

Use at least one reference and interact with at least two classmates.

**Discussion #2**

What competencies are needed in 2016 that were not needed ten years ago for HR professionals because now we are a global economy?

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| **Discussion #1**  Share at least two of the steps in the total rewards planning process and state why you feel they are the most crucial to the planning and implementation process.  Use at least one reference to support your response.  You do not need to interact with a classmate.  **Discussion #2**  Describe how organizations can overcome resistance to change.  Use a minimum of one reference.  Interact with at least two classmates.  **Discussion #3**  Describe best practices for the communication of changes to total rewards programs. |

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**Discussion #1**

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| Since we are at the end of this class, this is the perfect time to reflect upon the achievement of Course Outcomes.  As the Syllabus states ....  After completing this course, you will be able to:   * determine core requisite competencies for the organization and differentiate a total rewards program to attract, retain, and motivate employees possessing the organization's required competencies * design a total rewards program that incorporates monetary, non-monetary, and environmental elements in order to ensure organizational success * select metrics that are aligned with the organization's objectives in order to ensure organizational success * formulate a plan for implementing a total rewards program in order to ensure success of the program   Considering the activities, assignments, etc.  What has been most useful ? How has this course helped you?  Use at least one reference to support your remarks. |