

Salary



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Assess the advantages and disadvantages of using a Web-based compensation tool versus a client-server based or stand-alone PC based system and then give your opinion on which system would provide the most value to an organization's stakeholders. Include three (3) facts to support your opinion. After assessing the advantages and disadvantages of using a Web-based compensation tool versus a client-server based, and a stand-alone PC system my results are as followed.

In my opinion, a client- server would be the best system to use for an organization; versus the Web-based and the stand-alone PC based systems, because the client-server based provides set-ups and can be altered without disturbing the clients, while the other two systems require accessing every peer in the network (www. client-serverbased). For example, the client server arrangements aid security requires efforts, because there are fewer servers, limiting the number of persons with access to them and increasing security features of the servers. Client-server networks can become congested and overload the server with request, while P2P request efforts improve with the number of participants.

Client-server users can also suffer when a vital server fails, while the evenly distributed duties in the (P2P) system ensure the network will be operational while not at full capacity. A client-server describes a type of computer application architecture within the network computing that designate tasks between clients that instigate request and servers that process request. The two-tiered model enables file sharing between the client and the users. Some users include Web browsing, email, and the chat room. Client-server architecture is distinguished for peer to peer (P2P) architecture where the

peers can act as clients or servers, and have equal responsibilities in sharing or sending files or data. Stand-alone computers are designed to carry out calculations very quickly, but require more servers and duties.

Justify the use of e- Compensation tools in the job- evaluation process from the perspective of HR management, and the employees.

A job evaluation is a systematic process that you can use to determine the relative level, importance, complexity, and value of each job in your organization (HRIS) (2012). With a successful job evaluation system you can compare each job to other within your organization. As a compensation and benefits specialist of HR, you are responsible for developing a fair compensation plan. Job evaluation is a tool used to evaluate the value of each job in your organization and today's labor market.

A successful job evaluation system can help you make your organization pay system equitable, understandable, legally, approachable, and complete. Using a feedback system once evaluations are performed, will help with developing training, increase relationships between the employer and the employees, and set certain standards for employees when an evaluation is needed. A job evaluation helps you establish and qualify differences in employee compensation decisions.

The job evaluation process measures the elements of a job and produces an overall score, and this is where a rating scale takes place (www.jobevaluationandjobanalysis). In each case, you can evaluate the job not the employee who performs the job. It is best to perform job evaluations after work analysis. Job evaluation in conjunction with work analysis helps you develop a job description that is broad, descriptive, and flexible, so that you

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can adapt the description to your organization's changing needs. You want to attract and retain talented employees in the organization. Your employees need clarity about their roles and responsibilities as well as what is expected from them. Job evaluations that are performed effectively and is used to clarify positions and duties are successful.

Evaluate three (3) benefits and three drawbacks of a centralized approach to managing merit pay programs compared to a more decentralized approach.

Recognizing and rewarding high-performance is a key recommendation for any approach when managing any merit pay program (HRIS 2012). Merit pay is a compensation system where base pay increases and is determined by an individual's performance. Using a merit pay plan is a good way for an organization to reward high performance is one benefit when using merit pay programs. The first step in implementing or improving a merit pay program is to have a solid performance management program, and this is another way a merit pay program is beneficial. Merit pay is a way to be successful and effectively implement merit pay with a uplift in salaries, and this is a third way using a merit pay program is beneficial to an organization.

There are some drawbacks when using merit pay programs, such as paying some employees more than others. If you pay high-performing workers more than low-performing employees, the high-performers may stay, causing the low-performers to complain or leave the organization. A second drawback in using merit pay program is that employees become less motivated if not paid to their satisfaction. For example, if employees feel they should be making more money for their performance, this causes them to have low self esteem, and want to find employment at other organization. The last

drawback associated with using merit pay programs is promoting high performers. Some employees work harder than others, and should be rewarded for their performance, and this is where employees should be fair when choosing who fits the position.

Suggest three (3) types of integrated analytic features that are needed for compensation planning and decision support in e- Compensation systems.

A strong pay- for- performance culture has the ability to increase employee performance potential. By rewarding your employees fairly you engage them, increase morale, inspire loyalty, and ultimately achieve better financial results. Compensation is a tool used by management for a variety of purposes to further the existence of the company. Compensation may be adjusted according to the business needs, goals, and available resources. Compensation may be used to recruit and retain employees, increase or maintain morale and satisfaction, and reward and encourage peak performance.

Recruitment and retention of qualified employees is a common goal shared many employers. To some extent, the availability and cost of qualified applicants for open positions is determined by market factors beyond the control of the employer. Morale and job satisfaction are affected by compensation often there is a balance that must be reached between the value the employer is willing to pay and the sentiments of worth felt by the employee. Compensation may also be used as a reward for exceptional job performance. For example, bonuses, commissions, profit sharing, and stock. Compensation can establish benchmark job, determine the difference between each salary step, and determine an appropriate salary structure.

Assess the barriers that prevent organizations from realizing the potential of Web-based internal equity tools and propose three (3) approaches to overcome those barriers.

There are several factors that can hamper companies from fully realizing the potential of web-enabled internal equity tools, HRIS (2012). First, most of these tools are not generally integrated across software packages. While there are a growing of software programs in the market that support the design and maintenance of internal equity policies and practices, relatively few are currently both integrated and web-enabled HRIS (2012). A second challenge facing organizations in implementing these e-compensation tools is that these tools are only as good as the data they access. This means, there must be organizational commitment to gather, manage, and maintain accurate and relevant data (HRIS (2012).

Finally, while web-based software tools increase access to and distribution of information, the quality and efficiency with which decisions are made still remain ultimately with the manager. Web-based technology makes information accessible and available and can streamline the entire process, but it is still a tool to be used by, not replace HR, and this is one approach to overcome those barriers. Another approach to overcome the barriers is having more training for the entire organization, starting with the top executives, and stopping with the low paid employees. By providing training, employees will know what is expected from them.

The last approach that can help with overcoming these barriers is, providing employees with the proper systems suitable for performing their jobs. When employees are talented and have the proper skills, the systems, and the

equipments for performing their jobs, they do their very best. Employees believe that those who work hard, produce more, and have security, should be paid accordingly.

Recommend three strategies that HR managers can use to evaluate the quality of market data (surveys, benchmarks, salary studies, etc.) that they receive from outside sources.

While job evaluations provides an acceptable approach for determining relative worth of jobs within an organization, the organization still has to ensure that the value they attach to the job is competitive outside, in the external labor market. (HRIS (2012). Organizations establish external equity in compensation system design through conducting wage and salary surveys, however, data are gathered on the amount competitors are paying for key or benchmark jobs. Salary survey data provide organizations with a basis for evaluating their rates of pay as compared to their competitors.

The process for conducting wage and salary surveys include several steps. First, organizations determine on which benchmark or key jobs to gather market data on all jobs. They gather survey data for a number of key jobs, which have certain characteristics, such as, the content of the jobs over time, do the jobs occur frequently in the organization, The selection of survey companies depends on the product and labor markets in which the organization competes for talent. After relevant competitive organizations are chosen, the organization must verify the job description of the surveyed competitor organizations closely match the benchmark jobs the organization wishes to price.

If necessary, the organization has to make adjustments to the collected wage data. HRIS (2012). Finally, an organization must also control the data at which the wage survey data collected. If the data are old, it may need to be adjusted using the CPI or a smaller index to account for price changes in the external market. Once the data are carefully matched and adjusted, only then can compensation analysts use the wage survey data to compute central tendency statistics. Online surveys and salary surveys websites give users, both employer and employee, electronic access to salary information formerly available only on paper-published survey statistics for benchmark jobs.

Use at least (4) quality academic resources in the assignment. Note: Wikipedia and other Websites do not qualify as academic resources.