

Experiential exercises essay sample



**ASSIGN
BUSTER**

INSTRUCTIONS

1. Complete the Pay Raise Worksheet.
2. In the Forum, discuss your conclusions about who received which raise and your criteria used to award the salary increases.

Pay Raise Worksheet

April Knepper is the new supervisor of an assembly team. It is time for her to make pay raise allocations for her subordinates. She has been budgeted \$3,000 to allocate among her seven subordinates as pay raises. There have been some ugly grievances in other work teams over past allocations, so Knepper has been advised to base the allocations on objective criteria that can be quantified, weighted, and computed in numerical terms. After she makes her allocations, Knepper must be prepared to justify her decisions. All of the evaluative criteria available to Knepper are summarized as follows:

Supervisory	Ratings	Output	Absent	Employee	Seniority	Rating*	Rate	Skills
Initiative	Attitude	Personal	David	Bruce	15 yrs.	0.58	0.5%	Good
Poor	Poor	Poor	Nearing retirement.	Wife just passed away.	Having adjustment problems.			

Eric	Cattalina	12 yrs.	0.86	2.0	Excellent	Good	Excellent	Going to night school to finish his BA degree.
------	-----------	---------	------	-----	-----------	------	-----------	--

Chua	Li	7 yrs.	0.80	3.5	Good	Excellent	Excellent	Legally deaf.
Marilee	Miller	1 yr.	0.50	10.0	Poor	Poor	Poor	Single parent with three children.

Victor	Munoz	3 yrs.	0.62	2.5	Poor	Average	Good	Has six dependents.
Speaks little English.								

Derek Thompson 11 yrs. 0. 64 8. 0 Excellent Average Average Married to rich wife. Thompson Personal Problems Sarah Vickers 8 yrs. 0. 76 7. 0 Good Poor Poor Women's activist. Wants to create a union.

Supervisory Ratings

Output Absent

Employee Seniority Rating* Rate Skills Initiative Attitude Personal *Output rating determined by production rate less errors and quality problem.