

Leeper lingerie – total rewards#3 assignment

Sociology



**ASSIGN
BUSTER**

Total Rewards-Assignment #3 Total Rewards-HRM 533 May 15, 2011 Do you think that Keith was justified in insisting that the job, not the person be evaluated? Explain your answer. Keith Hopson is chairman of the company's job evaluation committee therefore I feel that he is justified in insisting that the job not the person be evaluated. Job evaluation is a technique used to determine the value of each job in relation to all jobs within the organization (McAlister, 2008). The job evaluation and the employee evaluation are based on two entirely different characteristics.

The job evaluation clearly identifies and describes the task, creates the basis for the job description and relates to the tasks involved with the position itself, not to an employee. The employee evaluation is something that is done by the employee's supervisor and is based on the job description that is created from the job evaluation. (Megan, 2010). The employee evaluation measures the employee's overall performance of their tasks as it relates to the overall success of the company. Keith was asked to evaluate the job which involves the job function not the person who is performing the job, therefore, he is justified.

Do you believe that there is a maximum rate of pay for every job in the organization, regardless of how well the job is being performed? Justify your position. Employers use pay scales to calculate salaries. The rate range for a job grade consists of a minimum, midpoint, and maximum rate of pay regardless of how well a job is performed. Many employers use a system such as BLR's nine-factor analysis, a job evaluation tool to rank jobs based on skill, education, experience, and duties (BLR. com, 2010).

There should be a maximum rate of pay but it should be based on the individual's job performance. However, once you have reached the maximum rate of pay for your position the employee is not able to increase their income, at least not through their annual review and merit increase. I think what needs to happen then is that the responsibilities of the position need to be reevaluated. Perhaps the employee has additional responsibilities outside of their job description which could place them in a different grade.

Assume that Geneva is earning the maximum of the range for her pay grade and Leeper's policy is that a salary increase cannot be given if it will cause an employee's salary to be above the maximum of the range. In what ways could she obtain a salary increase? Geneva does her job well and should be rewarded in some way. The concept of salary continues to evolve as part of a system of combined total rewards that employers offer to their employees. Geneva is most likely at the maximum range in her pay grade because she has been with the company for 12 years.

Some options for additional compensation would be a bonus based on the overall productivity of the company. Geneva is a valuable asset to the team because she is the person that greets the vendors and presents a positive image for the company which increases their profitability therefore; she should receive an annual bonus. Incentive pay, also known as "pay for performance" is generally given for specific performance results rather than simply for time worked. (Billikopf, 2009). Geneva's performance is noticed by all executive as well as the president as being outstanding so she could receive this in lieu of a salary increase.

The company I worked for had an education policy that enabled employees to receive salary increases based on their educational performance. If your course was approved at 100% and you received an A in the course then you were given an additional . 25 on your salary and for each B you received .

223. If Geneva is earning the maximum of the range for her pay grade, how, other than a salary increase, could she be rewarded for her outstanding performance? Geneva is a loyal employee for 12 years and she is an outstanding performer. However, she has maxed out for her pay grade.

Some other options for rewarding her performance could be, flexible work hours which would allow her time for family or personal issues. Extra time off that would not come from sick or personnel time as long as it is not abused she could get a few free days a year to do whatever she wants to do. With my company we had company money that was given to employees based on performance that they could use to purchase items from the many vendors that gave us corporate discounts. We also had a “ Wall of Fame”, if another co-worker or a customer called in with a nice compliment for that employee we wrote it on a star and posted it on the wall.

Visual recognition is a great source of motivation for employees. They could also reward her with a great parking spot for being employee of the month. This went over quite well with my company as the parking lot was huge we have 1300 employees and parking was at a premium. There is a book we used titled “ Get Weird 101 Innovative Ways to Make Your Company a Great Place to Work” by John Putzier, it is a great tool to use to build motivation for employees in ways other than compensation. References Billikopf, Gregorio (2009) Incentive Pay (pay for performance).

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