**Assignment 1**

**IV. Total Rewards Strategy**

**[**Describe the strategy for total rewards for the company. Along with specific ideas for what benefits and compensation structure will exist, provide support for your rationale and decisions using current scholarly theory in the field.

* Review the company strategy to lead, meet, or lag the market for total rewards and key positions.
* Review the decision to base wage on internal structural equity or external market equity.
* Review the decision mix between base wage and incentive wage.
* Develop a mix of employee benefits that differentiates in the market.
* Linkages to performance management or motivation theories.] Sections to include:

**Meet, Lead, or Lag?**

**Equity Strategy**

**Wage Incentives Method**

**Linkage to Performance Management**

**This section will be about 3-5 pages. Include at least two outside references**

**Use APA 6th formatting and style for citations and references. Font should be 12 point and Times New Roman or similar.**

**Assignment 2**

**VI. Performance Management Strategy**

* [Review appraisal strategies and mechanisms to evaluate performance.
* Review feedback methods to ensure continual information sharing versus annual events.
* Explain policies on performance improvement needs, discipline, and terminations.
* Explain linkages to T+D, total rewards, talent management, and HRIS strategies; consider reviewing High Performance Work Systems, or other systems theories on performance management.] Sections to include:

**Performance Appraisal Method**

**Feedback Methods**

**Policies on Performance Improvement, discipline or Termination**

**Linkage to T&D, Total Rewards, Talent Management, and HRIS**

**This section will be about 3-5 pages. Include at least two outside references**

**Use APA 6th formatting and style for citations and references. Font should be 12 point and Times New Roman or similar.**

**References**

[Have ***at least 10*** scholarly sources. Strive for two each week of Weeks 2, 3, 4, 5, and 6. Use APA formatting. For HRIS, you might prefer to use white paper or vendor schematics and specifications, instead of scholarly sources. Scholarly articles that are peer reviewed from journals in the field of HRM are preferred; white papers from HBR and similar review journals are find; avoid Wikis, blogs, and other non-authored sources.]

**Document Work Log**

To assist in assessing the contributions made by the individual team members, the team must complete the table below and include this in the final project submission.

| **Section** | **Team Member—Primary** | **Team Member—Secondary** |
| --- | --- | --- |
| Executive Summary |  |  |
| Company Background |  |  |
| HR Strategy |  |  |
| Staffing Strategy |  |  |
| Total Rewards Strategy |  |  |
| Training and Development Strategy |  |  |
| Performance Management Strategy |  |  |
| HR Information Systems |  |  |
| Presentation |  |  |
| Synthesis and Editing |  |  |