Southern New Hampshire University

OL 620 Milestone One Guidelines and Rubric

Professionals in the human resources field are often tasked with overseeing the benefits and compensation functions within any given organization. Human resource professionals often have to examine specific compensation and benefit elements of a total rewards system and compare them with qualitative and quantitative data collected internally, to determine how to fairly and appropriately reward employees for their work.

For the **final project,** you will analyze Medtronic, a company profiled in the *Harvard Business Review* case study "Consumer-Driven Health Care: Medtronic's Health Insurance," in order to evaluate and revise the company's current benefits and compensation package. You will utilize information presented in the case study to compare and contrast the U.S. organization's total reward system with external benchmarking data. You will also analyze the data for gaps and make revisions to the existing compensation and benefits package. The information you are provided with will be based on a specific aspect of a benefits and compensation package (retirement benefits, medical benefits, and so on). You will also create a presentation to stakeholders that explains the proposed changes, your rationale behind the changes, and the implications of the changes for the organization.

For **Milestone One,** you will prepare a draft of Parts A–D of your benefits and compensation analysis (Section I of the final project). The submission will have the major heading "Benefits and Compensation Analysis: Parts A–D." Your instructor will grade your submission using the rubric below and will provide feedback to be applied to the final project.

Begin by analyzing qualitative and quantitative data for the current system (as identified in the case study) that will inform your future recommendations and revisions. Once your analysis has been completed, compare and contrast the provided quantitative data regarding the current benefits and compensation system with external benchmarking data from organizations within the same industry using the Medtronic Case Supplement. Then draft Parts A–D of your benefits and compensation analysis. Thoroughly cover each of the critical elements, and include your answers to the guiding questions.

Specifically the following **critical elements** must be addressed:

I. **Benefits and Compensation Analysis:** For this part of the assessment, you will analyze given aspects of a benefits and compensation package from the provided case study. You will analyze qualitative and quantitative data regarding the current system and determine gaps in that system that will inform your future recommendations and revisions.

A. Analyze the **issues or concerns** of employees through a review of the qualitative data presented in the case study, for their validity and importance. Be sure to consider the needs of different demographics of employees within the organization.

B. Determine which issues within the qualitative input data from employees were the most **consistent and** the most **prominent**. You may consider also representing your response visually.

C. Determine the key issues or concerns of employees that should be **targeted and addressed,** based on the provided qualitative data. Justify your response. What issues or concerns should be targeted and why? Why should other concerns be made less of a priority? You could consider the underlying reasons behind the issues voiced by employees.

Southern New Hampshire University

D. Compare and contrast the provided quantitative data regarding the current benefits and compensation system with **external benchmarking data** from organizations within the same industry. Be sure to use the provided [Medtronic Case Supplement](#) to complete your response. What does the current system have that other organizations offer that the current system does not? What do other organizations offer that the current system does not? Be sure to justify your response.

Guidelines for Submission: This milestone should be 3 to 4 pages in length (in addition to a cover page and references section) and should be submitted as a Microsoft Word document with double spacing, 12-point Times New Roman font, and one-inch margins. Use at least three sources, which should be cited according to APA style.

Rubric

Critical Elements	Proficient (100%)	Needs Improvement (80%)	Not Evident (0%)	Value
Benefits and Compensation Analysis: Issues or Concerns	Analyzes the issues or concerns of employees, reviewed through the qualitative data, for their validity and importance for organizational review, considering the needs of different employee demographics within the organization	Analyzes the issues or concerns of employees, reviewed through the qualitative data, for their validity and importance for organizational review, considering the needs of different employee demographics within the organization, but analysis is cursory	Does not analyze the issues or concerns of employees, reviewed through the qualitative data, for their validity and importance for organizational review	23
Benefits and Compensation Analysis: Consistent and Prominent	Determines which issues within the qualitative input data from employees were the most consistent and the most prominent	Determines which issues within the qualitative input data from employees were the most consistent and the most prominent, but determination is cursory or illogical	Does not determine which issues within the qualitative input data from employees were the most consistent and the most prominent	23
Benefits and Compensation Analysis: Targeted and Addressed	Determines key issues or concerns of employees that should be targeted and addressed, based on the provided qualitative data, justifying response	Determines key issues or concerns of employees that should be targeted and addressed, based on the provided qualitative data, justifying response, but determination is cursory, illogical, or there are gaps in the justification	Does not determine key issues or concerns of employees that should be targeted and addressed	23
Benefits and Compensation Analysis: External Benchmarking Data	Compares and contrasts provided quantitative data regarding the current benefits and compensation system with external benchmarking data from organizations within the same industry, using the provided table, justifying response	Compares and contrasts provided quantitative data regarding the current benefits and compensation system with external benchmarking data from organizations within the same industry, using the provided table, justifying response, but analysis is cursory, illogical, contains inaccuracies, or there are gaps in the justification	Does not compare and contrast provided quantitative data regarding the current benefits and compensation system with external benchmarking data	23
Articulation of Response	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	8
			Total	**100%**