

## OL 620 Milestone Two Guidelines and Rubric

For the **final project**, you will analyze Medtronic, a company profiled within 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 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 must 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 Two**, you will prepare a draft of Parts E–I of your benefits and compensation analysis (Section I of the final project). The submission will have the major heading “Benefits and Compensation Analysis: Parts E–I.” 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 and the [provided supplement](#)) 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. Then draft Parts E–I 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.
  - E. Determine areas of **misalignment, differences, and gaps** present in the current benefits and compensation system, based on the external benchmarking data. What are the key areas of the current system that are misaligned with the industry standard?
  - F. Based on your analysis of the provided qualitative and quantitative data, determine **strengths and weaknesses** present in the current benefits and compensation system. What are the strong suits of the system? What are the weak areas? Be sure to justify your response.
  - G. Determine rewards components that should be **increased or stay the same**, and provide your rationale. What in the current package should be emphasized or left alone?
  - H. Determine rewards components that should be **reduced**, and provide your rationale. What in the current package should be addressed?
  - I. Compare qualitative input data and quantitative analysis with the organization’s employee demographic data to determine the **degree of the existing population** that will be affected by the proposed changes. In other words, what is the overall impact of a proposed change?

**Guidelines for Submission:** This milestone should be 3 to 4 pages in length (in addition to a cover page and references) 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       |
|--|--|---|---|-------------|
| <b>Benefits and Compensation Analysis: Misalignment, Differences, and Gaps</b> | Determines areas of misalignment, differences, and gaps present in the current benefits and compensation system, based on the external benchmarking data   | Determines areas of misalignment, differences, and gaps present in the current benefits and compensation system, but determination is cursory or illogical  | Does not determine areas of misalignment, differences, and gaps present in the current benefits and compensation system             | 18.5        |
| <b>Benefits and Compensation Analysis: Strengths and Weaknesses</b>            | Determines strengths and weaknesses present in the current benefits and compensation system, based on previous analysis, justifying response   | Determines strengths and weaknesses present in the current benefits and compensation system, based on previous analysis, justifying response, but determination is cursory or illogical   | Does not determine strengths and weaknesses present in the current benefits and compensation system based on previous analysis      | 18.5        |
| <b>Benefits and Compensation Analysis: Increased or Stay the Same</b>          | Determines rewards components that should be increased or stay the same, providing rationale   | Determines rewards components that should be increased or stay the same, providing rationale, but determination is cursory, illogical, or there are gaps in rationale   | Does not determine rewards components that should be increased or stay the same   | 18.5        |
| <b>Benefits and Compensation Analysis: Reduced</b>                             | Determines rewards components that should be reduced, providing rationale  | Determines rewards components that should be reduced, providing rationale, but determination is cursory, illogical, or there are gaps in rationale  | Does not determine rewards components that should be reduced  | 18.5        |
| <b>Benefits and Compensation Analysis: Degree of the Existing Population</b>   | Compares qualitative input data and quantitative analysis with the organization's employee demographic data to determine the degree of the existing population that will be affected by the proposed changes | Compares qualitative input data and quantitative analysis with the organization's employee demographic data to determine the degree of the existing population that will be affected by the proposed changes, but analysis or is cursory or illogical, or there are gaps in determination | Does not compare qualitative input data and quantitative analysis with the organization's employee demographic data                 | 18.5        |
| <b>Articulation of Response</b>  | 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 | 7.5         |
| <b>Total</b>   |  |   |   | <b>100%</b> |