### Overview

* Write a research paper in which you address the compensation and benefits of a selected organization, based on information you have gathered and analyzed about the organization.

Structuring and communicating a total compensation package that meets regulatory requirements and the needs of the workforce requires a delicate balancing act between what is required and what will contribute to an effective relationship between employer, employee, and the community in which the company operates. Communicating benefits programs to employees can be as important as the benefits themselves. Knowing how to leverage all available compensation options is a necessary skill for any HR professional.

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### Context

* Compensation is a combination of several elements, and a total compensation package typically includes base pay and benefits that are deemed appropriate to the environment in which a company or organization operates. Understanding the right balance begins with understanding a company's competitive position in the market and its ability to pay. Structuring the right package is most often the responsibility of HR. The communication of that compensation plan will be of equal importance.

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### Questions to Consider

* To deepen your understanding, you are encouraged to consider the questions below and discuss them with a fellow learner, a work associate, an interested friend, or a member of the business community.

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### Resources

#### Suggested Resources

The following optional resources are provided to support you in completing the assessment or to provide a helpful context. For additional resources, refer to the Research Resources and Supplemental Resources in the left navigation menu of your courseroom.

##### Library Resources

The following e-books or articles from the Capella University Library are linked directly in this course:

* Muller, M. (2009). [Manager's guide to HR: Hiring, firing, performance evaluations, documentation, benefits, and everything else you need to know](http://site.ebrary.com.library.capella.edu/lib/capella/docDetail.action?docID=10271828). Saranac Lake, NY: AMACOM.
* McGladrey. (2013). [Compensation, retirement and benefits trends survey 2012–2013](http://ezproxy.library.capella.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=84672372&site=ehost-live&scope=site). Medical Benefits, 30(1), 3–4.

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### Assessment Instructions

#### Preparation

* Choose an organization to use for this assessment. It can be where you are currently employed or a company with which you are familiar. It must be an organization that is researchable, as you will need to gather and analyze information in order to complete the assessment. You may use the same organization for the other assessments in this course.
* If you choose the organization where you are currently employed, please keep in mind that the analyses you make must be based on facts that can be documented rather than your personal opinion as an employee.
* Research the compensation and benefits of your selected organization. These topics are fluid and ever-changing, and a very good resource of information for these topics is the Capella library. Please search for sources published within the last 1–2 years for your assessment as you describe the compensation and benefits programs your chosen organization offers.

#### Deliverable

Based on your research into the compensation and benefits of the organization you selected, write a research paper in which you complete the following:

* Describe the formal pay structure within the organization.
* Describe any benchmarking activities the organization undertakes, including information on whether the organization offers a competitive compensation structure or incentives.
* Describe any profit sharing or stock ownership programs that are available.
* Explain which benefits offered by the organization are legally mandated and which are voluntary.
* Analyze the cost of the benefits to the organization.
* Explain how benefits are communicated to employees.
* Analyze the environmental factors that have influenced the compensation and benefits of the organization.
* Describe any problems associated with the compensation policies of the organization.
* Analyze any current issues related to compensation and benefits faced by the organization.

Please note: You must address all the required elements of this assessment. If details for any of the bulleted points are unavailable, research the topic and present recommendations you believe would be best for the organization, along with your supporting rationale.

#### Additional Requirements

* Your submitted assessment should include a title page, introduction, body, conclusion, and reference page.
* Be sure you support your analyses with references to at least two resources.
* You should format this assessment as a research paper following APA 6th edition guidelines for both style and citing sources, making sure that you also use correct grammar and mechanics.
* This should be a minimum of 4 pages but there is no maximum page length; however, you should strive to be as detailed as possible in addressing each bullet point, while also being as clear and concise as possible.

**Introduction**

Describe types of employee compensation.

Analyzes strategies for retaining high-performing employees.

Explain the role of benchmarking activities in developing a competitive compensation structure.

Analyzes policies for handling separation.

Analyze the costs of employee benefits to a company.

Describes types of outplacement counseling or employee assistance programs.

Explain how benefits are communicated to employees.

| Analyzes legal implications for organizations as they relate to separation policies. |
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Explain the differences between benefits that are legally mandated and those that are voluntary.

| Analyzes formal discipline policies. |
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Describe environmental factors that can influence the compensation and benefits offered by an organization.

Analyzes dispute resolution processes.

Analyze issues related to compensation and benefits packages organizations face.

Analyzes strategies for retaining high-performing employees.

Explain the role of benchmarking activities in developing a competitive compensation structure.

Analyzes policies for handling separation.

Analyze the costs of employee benefits to a company.

Describes types of outplacement counseling or employee assistance programs.

**Conclusion**

**References**