4BE3 Group Project

Final Strategic Compensation/ Rewards System Project Instructions

Description

What is expected of you includes, but is not limited to the following:
- All members of the group work together in a fictional Consulting Group (Compensation focused).
- All members of the group work together to prepare and present on a given topic/s/question/s during the pre-determined lecture.
- All members of the group work together to prepare and submit a report responding to the given topic/s/question/s.

Learning objectives

Two key learning objectives of this course are to enable you to:
- Apply course concepts to cases, and course activities and evaluate impact and effectiveness.
- Adapt and apply knowledge gained in the course to course project and future organization experience and settings.

Team

Teams will consist of a minimum of 4 students and a maximum of 6 students.

Project Report and Presentation

The project requires that you and your team select a company and identify 2-3 compensation/ rewards related issues in the company (it could be anything from benefits, performance criteria or bonus programs). You and your team also need to clearly identify indicators that led you to arrive at these issues (such as high turnover, demotivated employees etc.). Assuming the company hired you and your team as the compensation consultants to fix these issues, you are required to assess and provide an in-depth analysis of their current compensation and total rewards system by using course concepts. You will also be required to provide a recommendation for resolutions or actions and suggestions for the problem could be resolved, including but not limited to a revised total rewards program. Your group will be required to write a 2500 – 3000 word report to the company and record a presentation convincing the company why your proposal is better for the company's future, for which you'll have a total of 10 minutes of time.

Peer evaluation

You will need to complete a final peer evaluation assessing your and your team members' contribution to the final project. Your final mark on the group assignment will be weighted based on your total peer evaluation score (i.e. the sum of each of the components of the peer evaluation, averaged across all of your group members).

Deliverables

Your group has two deliverables: (1) a 10-minute recorded presentation; and (2) a business report.

For the **deliverable #1** (*5 points*), please follow these specifications:

- **DUE DATE: April 3rd, 2024 @ 11:59 am**
- You may use any tools for the purpose of presentation
- Please ensure the total time for the entire presentation is 10 minutes in length.

For the **Deliverable #2 – Final Report** *(20 points),* please follow these specifications:

- **DUE DATE: April 3rd, 2024 @ 11:59 am**
- Following standards:
    a. Times New Roman font
    b. Double-spaced
    c. Standard 8.5" x 11" paper
    d. 1" margins on sides of paper
    e. Total word count – 2500 – 3000 words
- Proper referencing in APA format: https://owl.english.purdue.edu/owl/resource/560/01/.
- Cover and reference pages and appendices do not count towards the total word count.

For Group Work

When working as a team, students are reminded of the following expectations with respect to their behavior and contributions to the project. Each team member is expected to:
- Treat other members with courtesy and respect.
- Establish a positive and productive team dynamic.
- Contribute substantially and proportionally to the final project.
- Ensure enough familiarity with the entire contents of the group project/assignment so as to be able to sign off on it as original work.
- Meet the project timeline as established by the team. Learning to work together in teams is an important aspect of your education and preparation for your future careers.
- **Keep records of who did what!**

Project work is often new to students; conflicts can - and do - occur. Teams are collectively expected to resolve disputes or misunderstandings as soon as they arise. In cases where teams are unable to reach a mutually agreeable solution, the entire team must meet with the Professor as soon as possible. The instructor will listen to the team and help the team develop options for improving the team process. All members of the project team must commit to and utilize their action plans. If you notice problems in your group (e.g., not all group members are contributing equally), please tell me immediately. **<u>There will be zero tolerance for free riding.</u>** If you only tell me about a problem at the end of the term, there is nothing I can do to solve the problem. If you tell me about a problem early on, we'll work together to solve it.