

Instructions:

1. Respond to the following four questions. You may answer these questions in “Bullet-Point” point.
2. Please staple assignment pages together – **DO NOT ENCLOSE YOUR ASSIGNMENT IN A FOLDER OR BINDER.**
3. Ensure that group member names, student numbers and course section are indicated on Cover Page.
4. The length of your submission should be guided by the requirements of each question and the number of marks allocated, and need not exceed 8 pages (maximum 10), double-spaced.
5. Marks for each question are as indicated. Total marks for all four questions is 60.

Questions:

1. **Briefly explain Merit Pay, the two types of merit pay, and the advantages and disadvantages of each.** **20 marks**
2. **As a graduate of the Human Resources Certificate Program, you have been called upon by the Human Resources Manager in your new job as a Staff Human Resources Consultant to prepare an internally equitable and externally competitive compensation program that will attract, retain and motivate qualified employees. Although your new employer has a Human Resources Manager, the HR Manager does not have a strong base of knowledge in compensation systems design and implementation.**
Your task is to briefly explain to the Human Resources Manager the steps that you will take to design and implement an internally equitable and externally competitive compensation system using the Point Method of Job Evaluation. **15 Marks**
3. **Briefly define the 360-degree feedback appraisal method, and identify the key characteristics, followed by the advantages of this method.** **10 Marks**
4. **Briefly define profit-sharing plans, identify the key design issues to be considered when developing profit-sharing plans, name the bonus payout options available and indicate how they should be allocated, paid and communicated.** **15 Marks**