

## Assignment Title Sheet

Course and Stage: 2021012227  
Lecturer: Dr. Keshava Prasad  
Subject: Reward Management  
Study Mode: Full time \_\_\_\_\_ Part-time x  
Assignment Title: Case Study: 'Reward Management.'

Format: **Individual assignment**

Deadline for submission: **Wednesday April 7<sup>th</sup>** by 23.59 via Turnitin.

Length of Assignment: **3,000 – 3,500 words** (excluding references and appendices)

Assessment Criteria:

ALLOCATION OF MARKS	
Case Study	100%
Total	100%

## **Case Study: Reward Management**

Choosing an organisation that you are familiar with, prepare a report for the Head of Human Resources to help drive a successful Reward strategy in your organisation. Ensure the report covers the set tasks stated below.

### **Tasks:**

#### **1. Introduction.**

Provide a brief introduction to the chosen organisation/unit and to the report itself.

#### **2. Drivers of Change**

Analyse and evaluate the **3 key Internal factors** and **3 key external factors** impacting the reward policies and practices in your selected organisation. In this task, you will address internal (organisational culture, people, business strategy, work environment) as well as external factors. The analysis of the factors, particularly the external factors, may include/can be supported with globalization, the rates of pay in the marketplace, the economy, societal factors, legislation and the trade union that are set to impact on your selected organisation.

#### **3. Elements of Total Rewards**

Propose a set of financial and non-financial rewards that will enable your selected organisation to compete effectively and thrive within the rapidly changing world of business and work. These financial and non-financial rewards may be generic in nature and apply across the wider organisation. Address up to **4 key total rewards (2 Financial and 2 Non-Financial)** in your answer, providing clear justification for your selection informed by theory, current research and industry trends where applicable.

#### **4. Role of Line Manager**

Discuss the role of the Line Manager in the Reward Decision in the organisation and how it can and should contribute to decisions on Reward as the organisation seeks to implement a Reward strategy.

## **5. Conclusions**

Offer concise conclusions to the issues that you have examined in the set tasks.

### **Report Structure**

- Assignment Cover Page – Not required
- Table of Contents Page
- Introduction
- Main Body
  - This covers tasks 2, 3, and 4 of your assignment.
- Conclusions. This covers task 5 of your assignment
- Reference List
- Appendices (if required)

## Marking Scheme

Category	Description	Possible Mark %	Actual Mark %	Indicative word count
Task 1: Introduction	Students will provide a brief introduction to the topic, the chosen organisation, its strategic direction and the report itself.	10		200-250
Task 2: Internal and External Drivers of Change	Students will analyse and evaluate <u>3</u> key Internal factors <b>and</b> <u>3</u> key external factors impacting the reward policies and practices in your selected organisation. 6 factors x 5 marks per factor	30		900 -1,000
Task 3: Total Rewards	Propose a set of <b>4</b> Financial and Non-Financial Rewards 4 total rewards x 5 marks per reward	20		700-800
Task 4: Reward and Performance Management practices	Discuss the role of the Line Manager in the Reward practices in the organisation as it seeks to implement a reward strategy.	20		1,000 - 1,250
Conclusion	Marks will be awarded for appropriate, concise conclusions, summarising key findings from the set tasks.	5		200
Methodology	Marks will be awarded for the use of appropriate methodology to gather reliable information from quality academic, industry and professional secondary sources	5		
Presentation and Referencing	Marks to be awarded for the structure, coherence and overall presentation of the report together with accurate referencing.  All references should be documented in the Harvard format.	10		
<b>Total Marks</b>		<b>100%</b>		

**Assessment Description:**

This consists of a work-based project proposal requiring students to undertake a piece of independent, desk/guided proposed research within the field of Reward Management and HRM. Students will be assessed on the basis of a 3,000 – 3,500 words proposal, not including Abstract, Reference pages or Appendices. The proposal should clearly outline an area for study, review the relevant theories, models and principles and identify an appropriate research design. The proposal should also demonstrate the proposed process that would be used to gather and record information and data. The proposal should also outline the proposed data analysis and proposed method of presenting the data.