

Paper Title: Holland Properties
No. of Pages: 3000 Words
Paper Style: APA Paper Type: Descriptive
Taken English? Yes English as Second Language? No
Feedback Areas: Organization, Paper Format
Paper Goals: Assume the role of a highly regarded human resource consultant hired to review, analyze, and revise the compensation and benefit system utilized by your city's largest employer, Holland Enterprises.

Proofing Summary:

Hi, Elliot.

I'm Rebecca, your writing tutor for the Writing Center. I have reviewed your submission and have several suggestions that will help you revise. Please feel free to contact us through a 24/7 live writing session with any follow-up questions or for any clarification.

Below, you will find a revision plan along with margin comments within your paper. Use my suggestions as a starting point for the revision process. Note that I have not proofread the draft for minor errors, but rather, focused on larger concerns such as idea development. For a complete look at grammar and punctuation, please use the Grammarly software available under "Writing Center" in your classroom.

You have done a nice job with your sentence structure as your grammar and mechanics are strong. You also have excellent organization as it was easy to follow for this reader. For most of your evidence you have sound explanations. Your APA formatting is good throughout.

For your revisions, I suggest focusing on:

1. Thesis Statement- An analytical thesis states the topic of your paper, what specifically you analyzed, and the conclusion(s) you reached as a result of that analysis. A basic formula in writing an analytical thesis is: What's Analyzed + Topic + Conclusions = Thesis. For example, "An analysis of Holland Enterprises indicates that the company could benefit from _____, _____, and _____." Please use this link to help you to better understand the thesis:

<http://writingcenter.bridgepointeducation.com/writing-a-thesis>

2. Introduction- The goal of your introduction is to let your reader know what he or she can expect from your paper. While there is no one formula for writing a good introduction, in general, an introduction should do the following: 1) Attract the reader's attention; 2) State your focused topic; 3) State your thesis. For more help writing your introduction, click here: <http://writingcenter.bridgepointeducation.com/introductions-conclusions>

3. Paragraph Development- There are two sections that could benefit from more adequate development especially in applying the concepts to Holland specifically. Here is a rough outline to help you revise your paragraphs;

- a. Topic sentence that states the topic or point of the paragraph
- b. Give a Fact/Detail/Reason/Quote/Statistics that supports your point
- c. Explain this fact
- d. Give more Explanation & Analysis of this fact
- e. Give another Fact/Detail/Reason/Quote/Stat to support your topic sentence
- f. Explain this fact
- g. Give more Explanation & Analysis.
- h. Closing Sentence

For more help with paragraph development, click here:

<http://writingcenter.bridgepointeducation.com/body-paragraphs>

Good luck with this course.

Running Head: HOLLAND ENTERPRISES

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Holland Enterprises

Title page looks great as far as APA formatting.

BUS 434

Compensation & Benefits Management

Elliot Torres

Instructor: Grady Stone

September 18, 2018

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About Effective Compensation and Benefits Systems

A compensation and benefits package is capable of positioning an organization as an employer of choice, assisting the organization appeal to the best workers within the market. Employees look for compensation that goes beyond the cash that they receive at the end of the month when they are to consider a job or job offers; they might go for a job that is paying them to their expectations, offering them security, stability, and a future. For the managers or for an organization to retain workers it needs to have well-considered benefits and compensation package that helps attract new workers and also retaining the workers who are already working for the organization; the plan does not have to break the budget (Rothwell, 2003). Taking care of workers with a well-designed and communicated compensation plan will assist in the long-run investment of the company's employees as its strongest asset.

Were you required to include an introduction and thesis statement. I noticed that you do have a pretty thorough conclusion. An introduction accomplishes a couple of goals: 1) It establishes the significance of the topic; 2) It presents the important thesis statement that identifies the main point and the key concepts that will be discussed. At times, this paper seems more like an argumentative research paper. You could use a formula like this to write that thesis: Topic + Position + Reasons= Thesis. But, it's also an analytical paper, so this formula might work better: What's analyzed + Topic + Conclusions + Thesis

Many workers are increasingly comparing one organization to another not only in terms of salary but also the benefits that the organization is offering them. Some employees have been so much interested in the benefits that they can receive while working for a certain organization than the income they will be receiving at the end of each and every month due to the family needs or some of the aspects of their lifestyles such as financial planning, and healthcare coverage among others. So, for the organization, Holland Enterprises, to attract the highly qualified employees within the job market, the organization will require to offer them a considerable benefits package (Blazey, 2008). Holland Enterprises needs to make this an important part of its planning process if the managers need to hire the highly qualified workers and retain them. Effective compensation and benefits system will also increase and maintain the morale of working, encourage organization's loyalty and help achieve internal and external equity.

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Principle Components of a Compensation and Benefit System

For a compensation system to be perceived to be by the workers, it has to be based on systematic components. There are some various compensation systems that have been developed by the different organization to determine the value of positions. These systems utilize many similar components including salary ranges/structures, job descriptions, and written procedures (Rothwell, 2003). The following are components that ought to be included in the compensation system of Holland Enterprises: [This is a great introductory paragraph to the compensation/benefits.](#)

Salary and Wages

Salary and wages mark the largest component of a compensation package, and it tops as the most common point of comparison that is used by many workers and employees. Salary and wages ought to be tied to an individual's skills and experience. This means that if a person has worked within the industry of interest for long enough to know how it operates, then he or she should be paid high salary than those who are new in the industry (Biswas, 2013). The person who has significant experience will contribute so much towards the success of the organization and thus should be rewarded for the success that has been experienced within the organization due to his or her expertise. As the employee continues to work within the same organization or industry, his or her salary ought to be increased based on his or her performance, value, and contribution to the organization (Blazey, 2008). For instance, a sales-person, Holland Enterprises might be required to balance between salary and commission. Workers should be paid salaries and wages that reflect their contribution towards the success of the company.

You structured this paragraph very well! You have some strong supporting information from your sources and a relevant example using Holland.

Bonuses

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Bonuses are one way through which employers provide performance incentives. Bonuses are usually paid in a single lump at the end of each trading period of an organization to its workers for the better work that they have done towards making the company realize its goals (Wageman, 2008). Taking, for instance, a production firm can give bonuses to the workers after hitting a certain predetermined production volume. This volume is set in such a way that the organization will maximize on its profit, and thus it can share some with the workers to appreciate them for the good work done (Biswas, 2013). Once the workers have been given bonuses, they will be working hard to reach for the set production volume so that they can be paid once again the bonuses. The set production volume ought to be set in such a way that it can be achieved by working efficiently, this means that the workers will not come late to work or waste time during the production time.

Health Insurance

This is an effective topic sentence as you clearly state the controlling idea of this paragraph.

Health insurance for the workers of a company is a benefit that has great value to the employees. It provides the workers and sometimes it can be designed in such a way that it caters to the health needs of the entire family of the person working for the company. The employer-sponsored health plan saves the workers money and also gives them peace of mind in knowing that they will not be denied coverage, even if they might be having existing health issues (Watchung, 2000). By providing health insurance coverage to the employees means that the company cares concerning their health and that of their families. This will give them a chance to unleash their full potential in ensuring that they propel the organization towards meeting its objectives and goals. Holland Enterprises ought to have or contract employees who can customize a good health insurance plan for their employees so that it can be competitive

You did a good job in stating your position on Holland and its health insurance policy.

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compared to the rest of the industry. This will mean that it will be competitive and hence will bring on board workers who are among the best or even the best within the job market.

Life and Disability Insurance

Life and disability insurance is a plan that will guarantee income to the family or to the quoted beneficiary of the worker or the insured. It ensures the life of the worker's family will not be affected financially even when the work dies or becomes disabled while on duty. It will be advisable for the organization to acquire this benefit on behalf of the workers since it becomes cheap than when obtained by an individual.

When developing your full paragraphs, after you include the strong topic sentence/transition, explore the material in the middle using evidence and analysis. Then, the last sentence should sum up what you talked about in the paragraph. This paragraph is slightly underdeveloped.

Retirement Plan

A retirement plan is an essential component that ensures that an organization picks the best employees within the market. A person should look for a company that will ensure that even after working for it after he or she is long retired still will be receiving money to cater for the daily expenses. For instance, many organization has developed a liking for the 401 (k) plans since they are relatively easy to administer and are less expensive than most of the traditional pension plans available. The 401 (k) pension plans are also easy to plan since they maintain some control over the amount of the contributions that are channeled there and how they are going to be invested. A company needs to have a retirement plan for its employees so that it can attract the best workers in the market (Biswas, 2013).

Your description of a retirement plan is articulate. Is there a way you could apply this concept specifically to Holland Enterprises?

Time off and Flexible Schedules

This is more like a supporting sentence, right? Remember to write topic sentences that identify the main point of the whole paragraph.

A company that does not offer competitive salaries and wages to the workers might close that gap by offering holidays, vacations, sick days, and personal days to the potential workers or to those already working for the company. Some employees have thought over time that they are

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the ones who are supposed to offer vacation days, sick leaves, and personal days at their discretion, they need to wake up from that and realize that this has to be written down and brought to the attention of all workers and those who are potential to the company for hiring (Biswas, 2013). When a company has written all these down, workers will not abuse sick days and keeps them knowing that they need not lie when a family member is ill or after a personal emergency arises. Holland Enterprises ought to have time off, and a flexible schedules put down so that it can be let known to all the existing workers and those who are potential to be hired by the company.

I'm not sure what you meant here.

Performance Measures

The performance of all employees of any company cannot be equal, and thus there is a need to have performance measures put in place. Within the compensation plan, Holland Enterprises ought to identify the performance criteria and the measurement levels. It should also be set following the degree to which the rewards are expected to drive the employee actions. This will ensure that the workers will work so that they can meet certain measurement criteria that have been already set by the management or the human resources manager of the company. Holland Enterprises ought to have performance measures in place so that the management can check whether a certain worker has attained the set measures so that they can reward the workers fairly.

Possibly, this section could use more outside sources to prove your claim?

You use a persuasive tone here, while adopting academic language and remaining objective. This is often a difficult line to walk in an analytical paper.

Internal Equity and Consistency

The set compensation plan ought to be consistent in that it caters to all groups of employees. The management should not favor any employee since this will paint a bad picture of the company for the rest of the workers. And this might lead to low morale hence decreased

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productivity among the workers, and ultimately the firm will not hit its set goals. The group of managers who are chosen to draft a fair compensation plan ought to choose between internal and external consistency or try to balance the two.

Competitive Positioning

The management of the company will be forced to describe its desired position against that of the market desired in the last point. A company might want its salaries and wages to be consistent with that of the industry within which the company is operating in (Ventrice, 2009). Also, the company might want to set its own salary and wages levels such that it provides premium pay over their competitors. Holland Enterprises is going to set its own premium salary and wages levels so that it stays competitive within the market. The salaries and wage's levels which are going to be premium are going to be written down so that the company can evade rumors concerning its compensation plan.

This section also could use a little more development. Remember that some academic paragraphs are 7-11 sentences. Use the P.I.E. method as you develop each main point.

This seems more like a supporting statement rather than a conclusion.

Pay Plan

The company will develop a standard-base pay plan which will take into consideration a fixed salary range for all categories of workers within Holland Enterprises. The range to be paid will be reached after attaining certain experiences. It will also have a minimum and a maximum salary to be paid depending on work experience and abilities. The company is going to have in place a customized range of pay to the different employee levels, and it will also be competitive. This is going to ensure that the company picks employees among the best in the market so that it can have expertise that is either similar to that of the other companies within the market (McLean, 2006). The company will also have a very competitive base pay and hence set up a merit pay plan that will help in rewarding the employees for the specific performance measures.

You're able to construct a variety of sentence types here to convey your ideas. This helps to keep the reader engaged.

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Convincing Argument to the Top Managers to Increase the Company's Compensation and Benefit Expenses

Compensation and benefits package can position either a small organization or a big organization as an employer of choice among the potential workers within the market. This will help Holland Enterprises to appeal to the best workers, and thus its activities will be performed to the standards set by the firm. The employees have been looking for compensation which goes beyond cash when they need to consider either to choose or to reject a job offer. They have been looking for a job that guarantees them security, stability and a future (Deb, 2009). By the company had considered coming up with a compensation plan and benefits package that will be competitive among the companies that are operating within the same industry, will ensure that it attracts and retains the best employees.

You have nice transitions here.

However, employee benefits and compensation plans have become increasingly complex and expensive to run especially for the small companies within the market. They ought to carefully choose and consider both the firm's financial ability and the employee's needs before designing a certain compensation and benefits plan. Employee benefits in most cases entail health insurance, holiday time, disability coverage and lastly the retirement plan. On the other hand, compensation entails a set wage or motivational salary programs such as bonuses, commission and merit income (Deb, 2009). Most of the people will be interested in the benefits that are offered by the organization due to their family needs or aspects of their lifestyles. Thus, for Holland Enterprises to get the best workers within the market, it has to invest in the benefits or ensure that it balances between the salaries and wages it offers and the benefits. Holland Enterprises might utilize this opportunity by offering a customized compensation and benefits plan in order to recruit and retain the most qualified workers, increase or maintain the worker's

You supported your main points here well in claiming that Holland could appeal to more workers with the improved compensation plans.

Your word choice and phrasing throughout this document help you to clearly communicate your ideas to the reader.

You present your points very clearly throughout the paper.

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morale, encourage peak performance by the workers and to achieve both internal and external equity (McLean, 2006).

This could use the heading "Conclusion"

In conclusion, taking care of workers with a well-designed and communicated compensation plan will assist in the long-run investment of the company's employees as its strongest asset. A compensation and benefits package is capable of positioning an organization as an employer of choice, assisting the organization appeal to the best workers within the market. Employees look for compensation that goes beyond the cash that they receive at the end of the month when they are to consider a job or job offers; they might go for a job that is paying them to their expectations, offering them security, stability, and a future. Many workers are increasingly comparing one organization to another not only in terms of salary but also the benefits that the organization is offering them (Rothwell, 2003). Some employees have been so much interested in the benefits that they can receive while working for a certain organization than the income they will be receiving at the end of each and every month due to the family needs or some of the aspects of their lifestyles such as financial planning, and healthcare coverage among others. So, for the organization, Holland Enterprises, to attract the highly qualified employees within the job market, the organization will require to offer them a considerable benefits package. For a compensation system to be perceived to be by the workers, it has to be based on systematic components. There are some various compensation systems that have been developed by the different organization to determine the value of positions (Blazey, 2008). These systems utilize many similar components including salary ranges/structures, job descriptions, and written procedures. However, employee benefits and compensation plans have become increasingly complex and expensive to run especially for the small companies within the market. They ought to carefully choose and consider both the firm's financial ability and the

This is a rather lengthy conclusion. Possibly, considering condensing it to establish at least 3 things:

- 1) A restatement of the thesis
- 2) A reminder of the main points
- 3) A reflective commentary for the reader to "take away".

See if you can combine some of these ideas for your original thesis statement.

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employee's needs before designing a certain compensation and benefits plan. Employee benefits in most cases entail health insurance, holiday time, disability coverage and lastly the retirement plan. On the other hand, compensation entails a set wage or motivational salary programs such as bonuses, commission and merit income. Thus Holland Enterprises needs to customize a compensation and benefits plan that will make it be competitive within the market.

Your conclusions are merited based on your supporting ideas. It really seems like you conducted a thorough analysis of Holland.

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References

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Blazey, M. L. (2008). *Insights to performance excellence 2008: an inside look at the 2004 Baldrige Award criteria*. Milwaukee, Wis: ASQ Quality Press.

Deb, T. (2009). *Compensation management: Text & cases*. New Delhi: Excel Books.

Overall, your references look great!

McLean, G. N. (2006). *Organization development: Principles, processes, performance*. San Francisco: Berrett-Koehler Publishers.

Rothwell, W. J., & Kazanas, H. C. (2003). *Planning and managing human resources: Strategic planning for human resources management*. Amherst, Mass: HRD Press.

You're missing some information here.

Ventrice, C. (2009). *Make Their Day!: Employee Recognition That Works*. _____

What is the source?

Wageman, R. (2008). *Senior leadership teams: What it takes to make them great*. _____

Workers' compensation policy review. (2000). Watchung, NJ: Workers' Disability Income Systems, Inc.

