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1. Choose two (2) objectives of compensation management and recommend strategies on how to achieve them.
    - **Attract top talents**, I recommend on how to attract top talents it to **Be Flexible** Employees look for companies where work pressure does not affect their personal life. A modern-day company offers so much to their employees. The work conditions should be balanced, and it should not become monotonous to work all day. **Boost Employee Motivation** you can motivate your employees by **Celebrating the results**, employees is very important in your organization, motivate them to doing his/her task, give them rewards and thank them personally for their contribution.
  
  2. In no more than three (3) sentences, explain what compensation components are by providing examples.
    - Compensation is a systematic approach to providing monetary value to employees in exchange for work performed. For examples the basic pay commission, overtime pay, and bonuses.
  
  3. In no more than five (5) sentences, give an example of how job evaluation occurs in the compensation system.
    - There are four main techniques used in job evaluation the **Job ranking** This method ranks jobs in order based on each job's perceived value in relation to the others, in **Job classification**, Individual jobs are compared to groups of job characteristics, then matched to specific grade classification. **Factor Comparison Method** With this method, job factors are identified under primary groups (i.e., skill, effort, responsibilities, working conditions) typically up to five groups. Each factor is assigned a dollar value **Point-Factor Method** This approach identifies job factors that add value and worth to a position. The job factors are separated into groups (i.e., skill, responsibility, effort) and assigned a numerical or weighted point value. The points for individual factors are added up to get a point value for the whole job.
  
  4. In no more than three (3) sentences, give a sample situation where an employee can get an incentive pay.
    - **Incentive pays** are also known as **Variable Pay**, is a pay for your performance for example the employee meet their certain targets, Cash is one of the most common forms of incentive pays.

5. In no more than five (5) sentences, give examples that will differentiate performance and longevity vs compensation bases.

- Performance, Longevity vs compensation, when you say performance, this is your performance to your organization you able to complete certain tasks or doing certain things faster. Longevity means accumulating years of services, longevity increase is not one that is in everyone's vocabulary. In essence, a longevity increase is a raise given to an employee simply to recognize and reward their time with the company. This raise could be given every year after a certain number of years of employment, or it could be given at special, predefined milestones. It is up to the company to decide. and the compensation based is the individual knowledge are. For examples negotiation and decision-making expertise.

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