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1. Choose your most preferred salary structure and explain your reason?

ANSWER:

I choose Traditional structure because using many pay grades so that employees can work toward their maximum salary over time instead of getting there too quickly, which can cause them to seek opportunities elsewhere or become less productive.

For example, an Administrative Assistant candidate with 4 years of part-time experience prior to working at Duke as a Secretary should be credited with 2 years (50 percent) of relevant work experience.

2. Provide an example that will explain broadbanding?

ANSWER:

For example, if the Ceo of bench that are salary for a range is 50,000 peso then it has a minimum of 40,000, 80% of 50k) and a maximum of 100,000 200% of 50k.

Broadbanding are pay structures in HR consolidate the many grades found in a traditional salary structure into a few larger salary bands. These bands have wider range spreads, larger midpoint differentials, and less overlap than traditional grades.