

UNIT ASSESSMENT

Unit Title	Reward for Performance and Contribution
Unit Code	5HR03
Level	5
Credit value	6
Assessment method	Written report
Period	December 2021 – December 2023
Learning outcomes:	<ol style="list-style-type: none"> 1. Understand the impact of reward approaches and packages. 2. Be able to develop insight from benchmarking data to inform reward approaches. 3. Be able to develop insight from benchmarking data to inform reward approaches.
Assessment Criteria	<p>Assessment brief</p> <p>The management of your organization seeks to improve performance through reward systems that are appropriate and motivating for all staff. In this regard they have asked for your opinion on effective practices, while considering market trends and workforce planning processes. For relating the reward systems with examples, specific job positions can be selected.</p> <p>Present a report on the following:</p> <p>1.1</p> <ol style="list-style-type: none"> a. Consider the reward practices in place within your organization. <ul style="list-style-type: none"> • Categorize the rewards based on their impact, whether short-term or long-term. • Make a note on how effective you think the rewards are in terms of motivating staff, improving productivity, and increasing job satisfaction. b. Analyse the fairness of reward systems within your organisation for two selected job positions. Compare the rewards with those of similar jobs within competitor organizations in the industry. c. How does your organization’s reward strategies connect with the company’s vision and business objectives? Discuss.



	<p>d. Evaluate the importance of reward strategies to develop a positive organizational culture and improve performance management.</p>
1.2	<p>e. Outlines the main characteristics of strategic and total reward. Discuss the different phases of Implementing a Total Rewards Program.</p> <p>Click on the link below for reference: https://www.cipd.co.uk/knowledge/strategy/reward/strategic-total-factsheet#gref</p> <p>f. Balancing rewards between internal equality and external competitiveness in today's volatile environment is challenging for organizations. Provide suggestions on how this balance can be maintained.</p>
1.3	<p>g. Evaluate the reward systems that have been applied in your organization over the past few years. Include your views on the following questions:</p> <ul style="list-style-type: none">• Do the rewards support achievement of organizational objectives?• What updates have taken place during this period?• How has the external environment impacted the updates (or constancy) of rewards?• Are the rewards distributed fairly while considering equality, working hours and skill levels?



1.4	<ul style="list-style-type: none">h. Compare types of rewards and provide examples of how these might be attractive to employees of each gender as well as staff from different age groups, personalities, and culture.i. Research the type of benefits provided by any renowned multinational corporation. Analyze the merits of each benefit for the company and its employees.j. Given the opportunity to start with a clean sheet, what would you include in a benefits system for your organization? Discuss with suitable justification for each type of benefit that you have chosen (for example, performance-related pay, bonus schemes, flight tickets etc.). You may also give examples of reward benefits that you might prefer for your own job-profile.k. To what extent do you think employees still value an occupational pension? Based on your discussion with colleagues and friends, evaluate whether millennial employees prefer to have larger disposable income or a smaller income with a guaranteed pension on retirement.
1.5	<ul style="list-style-type: none">l. Assume that you are the team-leader for two staff who are highly determined to perform to their full potential. However, one of them is motivated by the financial and career benefits of the job while the other is motivated by a determination to create value for customers and develop own skills. How would you apply extrinsic and intrinsic rewards for improving their contribution to the organization?m. Do you think performance-related pay has a place in not-for-profit organizations? Discuss the differences in effective rewards based on the type of organization, including businesses, NGOs, Governmental organizations, charities etc.
2.1, 2.2, 2.3	<ul style="list-style-type: none">a. Evaluate key factors affecting your organization's reward systems. Include the effect of both external and internal factors and provide suitable examples of how they impact the pay for a selected job.b. Discuss how the environment of your organization impacts its rewards. Include points related to the type of industry, the GCC region or location, economic outlook of Bahrain and standards of living available here. How does this compare with international firms?c. Conduct a research of intelligence sources to develop the reward package of your organization by benchmarking with an industry leader.



	<p>d. Conduct interviews with some of your colleagues to identify their grade-structure and how it relates to the overall job evaluation scheme. Summarize the differences in pay and benefits based on each grade.</p>
2.4	<p>Reflect on the legal and ethical requirements of setting up a reward system and answer the following:</p> <ul style="list-style-type: none">e. Is it right that the law should play such an important role in the design of pay systems?f. Would you agree that there is a gender-based pay gap in some job positions and organizations?g. The ratio of pay between the lower grade jobs within multi-national corporations and the top management positions are greatly multiplied in many cases. What is your opinion on the ethics of such a disparity?h. In your organization, is there any consultation with employees about either the pay system or increases in pay before they are finalized? How does this impact performance?
3.1	<ul style="list-style-type: none">a. What are the differences and similarities between coaching and mentoring? Discuss how you could utilize these approaches either together or separately in helping managers to make reward decisions.b. Evaluate the pros and cons of common performance management approaches and summarize the processes used within your own organization.
3.2, 3.3	<p>c. Discuss the trends relating to the role of line managers and HR professionals in reward decisions.</p> <p>You may study the report available in the below link for support: https://www.cipd.co.uk/Images/reward-management-report-2019-2_tcm18-68009.pdf</p> <ul style="list-style-type: none">d. Reflect on the ways in which managers within your organization contribute to reward decision makinge. Provide recommendations for the HR within your organization to better support line managers to make effective use of new and



improved reward systems that maintain fairness, transparency and complies with Bahrain labor laws.

Evidence required from trainee:

- A written formal report of up to approximately 3900 words.
- Preferred Font: Arial 12, black, double spacing.
- Trainee should relate academic concepts, theories and professional practice to the way organizations operate, in a critical and informed way, and with reference to key texts, articles and other publications and by using examples relating to both local and international organizations for illustration.
- All reference sources should be acknowledged correctly, and a bibliography provided where appropriate (these should be excluded from the word count).