



5HR03 – Reward for performance and contribution

Assessment Guidance Video

5HR03 - Task

Task – Written response

A simple written response to the questions.



Task Guidance:

Please review the guidance on the assessment brief and grading grid.

Provide a written response to the following questions of **3900** words +/- 10%, refer to the CIPD word count policy. Please use the assessment criteria **numbers** as your headings.

References should be included in the reference list along with corresponding in-text citations within all relevant the assessment criteria answers.

Questions and assessment criteria

Question 1

Question	Criteria	Signpost to the Hub
An explanation of two principles of reward and an explanation of why reward is important to culture and performance management.	AC1.1 - Explain the principles of reward and its importance to organisational culture and performance management	Week(s) 1



Guidance:

- Select and explain **two** principles of reward e.g. transparency, fairness, consistency etc
- Explain why reward is important to culture and performance management.

Question 2

Question	Criteria	Signpost to the Hub
An assessment of how extrinsic and intrinsic rewards contribute to improved employee contribution and sustained organisational performance.	AC1.2 - Assess the contribution of extrinsic and intrinsic rewards to improving employee contribution and sustained organisational performance	Week(s) 1



Guidance:

- Provide an assessment of how **extrinsic** and **intrinsic** rewards contribute to improved employee contribution and sustained organisational performance.

Question 3

Question	Criteria	Signpost to the Hub
An explanation of different types of grade structures and their differences	AC2.1 - Explain differences between types of grade and pay structures.	Week(s) 2



Guidance:

- Explanation of **two** different types of grade structures and their differences eg multi-graded/narrow graded structure, broadband structures, job family structures etc.
- You should identify at least **two** differences between these structures.

Question 4

Question	Criteria	Signpost to the Hub
Explain how contingent rewards can impact individual, team and organisational performance	AC2.2 - Explain how contingent rewards can impact individual, team and organisational performance.	Week(s) 2



Guidance:

- An explanation of how **two** types of contingent rewards eg performance related pay, skill-based pay etc can impact all three areas:
 1. Individual performance
 2. Team performance
 3. Organisational performance

Question 5

Question	Criteria	Signpost to the Hub
Explain the merits of different types of benefits offered by organisations.	AC2.3 - Explain the merits of different types of benefits offered by organisations.	Week(s) 2



Guidance:

- Explain the **merits** (eg increased employee engagement, motivation and commitment to the organisation etc) of **two** different types of **benefits** eg performance-related pay; profit-sharing; gainsharing etc.

Question 6

Question	Criteria	Signpost to the Hub
Explain the merits of different types of recognition schemes offered by organisations.	AC2.4 Explain the merits of different types of recognition schemes offered by organisations.	Week(s) 3



Guidance:

- Explain the merits of one type of formal recognition scheme and one type of informal recognition scheme.

Question 7

Question	Criteria	Signpost to the Hub
An assessment of the internal and external factors which influence the business context of the reward environment.	AC3.1 – Assess the business context of the reward environment	Week(s) 3



Guidance:

- Assess **two internal** factors eg culture and **two external** factors eg labour market trends which impact the reward environment. Factors should be assessed in the context of how they influence reward decisions and the development of reward packages.

Question 8

Question	Criteria	Signpost to the Hub
Evaluate the most appropriate ways in which benchmarking data can be gathered and measured to develop insight.	AC3.2 – Evaluate the most appropriate ways in which benchmarking data can be gathered and measured to develop insight	Week(s) 4



Guidance:

- Definition of the concept of benchmarking.
- An evaluation of **two** types of benchmarking data (eg payroll data, salary surveys, government surveys etc) which can be used to give insight when developing reward packages. Include the **pros** and **cons** of such examples and offer an overall **judgement** of the effectiveness of the examples included in the answer.

Question 9

Question	Criteria	Signpost to the Hub
Explain two approaches to job evaluation: 1) non-analytical job evaluation 2) analytical job evaluation	AC3.3 – Explain approaches to job evaluation.	Week(s) 4



Guidance:

- Explain two approaches to job evaluation:
 - 1) non-analytical job evaluation
 - 2) analytical job evaluation

Question 10

Question	Criteria	Signpost to the Hub
An explanation of two examples of legislation requirements that impact reward practice.	AC3.4 – Explain the legislative requirements that impact reward practice.	Week(s) 5



Guidance:

- Explain **two** examples of legislation requirements that impact reward practice eg the Equality Act 2010, Minimum Wage Act 1998, Working Time Regulations 1998 etc.

5HR03 – Important information

Wordcount:

Task: 3,900 +/- 10%

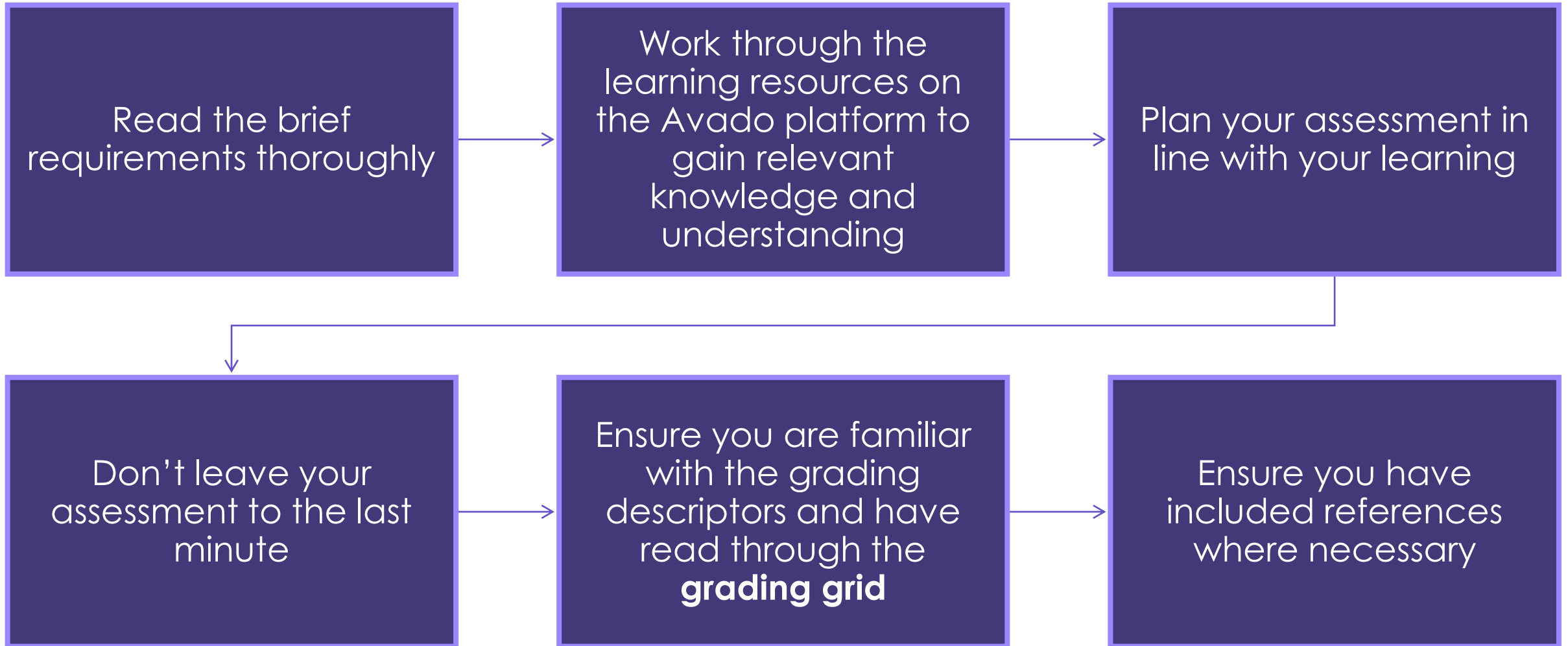
Word count policy & Guidance:

This can be found in the getting started area and the Help Centre on the Hub

Submission file: (name your file as follows)

- 5HR03_ [name]

Next steps:



Avado 