

5HR03 – Reward for Performance and contribution – Grading grid – _24_06

Assessment criteria	Refer/fail (1)	Low pass (2)	Pass (3)	High pass (4)
Task – Written answers to the following questions in 3900 words +/- 10%				
<p>Q1 - AC 1.1 Explain the principles of reward and its importance to organisational culture and performance management.</p>	<p>Insufficient explanation of two principles of rewards, for example: transparency, fairness, consistency.</p> <p>Insufficient explanation of why reward is important to organisational culture and performance management.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable explanation of two principles of rewards, for example: transparency, fairness, consistency etc.</p> <p>Acceptable explanation of why reward is important to organisational culture and performance management.</p> <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good explanation of two principles of rewards, for example: transparency, fairness, consistency etc.</p> <p>Good explanation of why reward is important to organisational culture and performance management.</p> <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident explanation of two principles of rewards, for example: transparency, fairness, consistency etc.</p> <p>Confident explanation of why reward is important to organisational culture and performance management.</p> <p>Confident use of case related examples.</p> <p>Presentation is of a high standard.</p> <p>Confident evidence of referencing, using a good variety of sources.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>

<p>Q2 - AC 1.2</p> <p>Assess the contribution of extrinsic and intrinsic rewards to improving employee contribution and sustained organisational performance.</p>	<p>Insufficient assessment of how extrinsic and intrinsic rewards contribute to improved employee contribution and sustained organisational performance.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer</p>	<p>Acceptable assessment of how extrinsic and intrinsic rewards contribute to improved employee contribution and sustained organisational performance.</p> <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good assessment of how extrinsic and intrinsic rewards contribute to improved employee contribution and sustained organisational performance.</p> <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident assessment of how extrinsic and intrinsic rewards contribute to improved employee contribution and sustained organisational performance.</p> <p>Confident use of case related examples.</p> <p>Presentation is of a high standard.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>
<p>Q3 - AC 2.1</p> <p>Explain differences between types of grade and pay structures.</p>	<p>Insufficient explanation of the differences between types of grade and pay structures.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable explanation of two different types of grade structures eg multi-graded/narrow graded structure, broadband structures, job family structures etc.</p> <p>You should identify at least two differences between the structures.</p> <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good explanation of two different types of grade structures eg multi-graded/narrow graded structure, broadband structures, job family structures etc.</p> <p>You should identify at least two differences between the structures.</p> <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident explanation of two different types of grade structures eg multi-graded/narrow graded structure, broadband structures, job family structures etc.</p> <p>You should identify at least two differences between the structures.</p> <p>Confident use of case related examples.</p> <p>Presentation is of a high standard.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>

<p>Q4 - AC 2.2</p> <p>Explain how contingent rewards can impact individual, team and organisational performance.</p>	<p>Insufficient explanation of how contingent rewards can impact individual, team and organisational performance.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable explanation of how two types of contingent rewards eg performance related pay, skill-based pay etc can impact all three areas:</p> <ol style="list-style-type: none"> 1. Individual performance 2. Team performance 3. Organisational performance <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good explanation of how two types of contingent rewards eg performance related pay, skill-based pay etc can impact all three areas:</p> <ol style="list-style-type: none"> 1. Individual performance 2. Team performance 3. Organisational performance <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident explanation of how two types of contingent rewards eg performance related pay, skill-based pay etc can impact all three areas:</p> <ol style="list-style-type: none"> 1. Individual performance 2. Team performance 3. Organisational performance <p>Confident use of case related examples.</p> <p>Presentation is of a high standard.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>
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<p>Q5 - AC 2.3 Explain the merits of different types of benefits offered by organisations.</p>	<p>Insufficient explanation of the merits of different types of benefits offered by organisations.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable explanation of 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.</p> <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good explanation of 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.</p> <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident explanation of 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.</p> <p>Confident use of case related examples.</p> <p>Presentation is of a high standard.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>
<p>Q6 - AC 2.4 Explain the merits of different types of recognition schemes offered by organisations.</p>	<p>Insufficient explanation the merits of different types of recognition schemes offered by organisations.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable explanation of the merits of one type of formal recognition scheme and one type of informal recognition scheme.</p> <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good explanation of the merits of one type of formal recognition scheme and one type of informal recognition scheme.</p> <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident explanation of the merits of one type of formal recognition scheme and one type of informal recognition scheme.</p> <p>Confident use of case related examples.</p> <p>Presentation is of a high standard.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>
<p>Q7 - AC 3.1 Assess the business context of the reward environment.</p>	<p>Insufficient assessment of the business context of the reward environment.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable assessment of two internal eg culture and two external eg labour market trends factors which impact the reward environment eg how they influence reward decisions and the development of reward packages.</p> <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good assessment of two internal and two external factors which impact the reward environment eg how they influence reward decisions and the development of reward packages.</p> <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident assessment of two internal and two external factors which impact the reward environment eg how they influence reward decisions and the development of reward packages.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p> <p>Presentation is of a high standard.</p>

<p>Q8 - AC 3.2</p> <p>Evaluate the most appropriate ways in which benchmarking data can be gathered and measured to develop insight.</p>	<p>Insufficient definition of the concept of benchmarking</p> <p>Insufficient evaluation of two types of benchmarking data which can be used to give insight when developing reward packages.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable definition of the concept of benchmarking.</p> <p>Acceptable 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 the two examples.</p> <p>Offering a judgement of the effectiveness of the two types of benchmarking data.</p> <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good definition of the concept of benchmarking.</p> <p>Good 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 the two examples.</p> <p>A good judgement has been made of the two types of benchmarking data.</p> <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident definition of the concept of benchmarking.</p> <p>Confident 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 the two examples.</p> <p>A confident judgement has been made of the two types of benchmarking data.</p> <p>Confident use of case related examples.</p> <p>Presentation is of a high standard.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>
<p>Q9 - AC 3.3</p> <p>Explain approaches to job evaluation</p>	<p>Insufficient explanation of approaches to job evaluation.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable explanation of both:</p> <ol style="list-style-type: none"> 1) non-analytical job evaluation 2) analytical job evaluation <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good explanation of both:</p> <ol style="list-style-type: none"> 1) non-analytical job evaluation 2) analytical job evaluation <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident explanation of both:</p> <ol style="list-style-type: none"> 1) non-analytical job evaluation 2) analytical job evaluation <p>Confident links to wider reading to support the answer.</p> <p>Confident use of case related examples.</p> <p>Presentation is of a high standard.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>

<p>Q10 - AC 3.4 Explain the legislative requirements that impact reward practice.</p>	<p>Insufficient explanation of the legislative requirements that impact reward practice.</p> <p>Insufficient or no evidence of the use of wider reading to help inform answer.</p>	<p>Acceptable explanation of two examples of legislation that impact reward practice eg the Equality Act 2010, Minimum Wage Act 1998, Working Time Regulations 1998 etc.</p> <p>Presentation is of an acceptable standard with some improvement required.</p> <p>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</p>	<p>Good explanation of two examples of legislation that impact reward practice eg the Equality Act 2010, Minimum Wage Act 1998, Working Time Regulations 1998 etc.</p> <p>Presentation is of a good standard.</p> <p>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</p>	<p>Confident explanation of two examples of legislation that impact reward practice eg the Equality Act 2010, Minimum Wage Act 1998, Working Time Regulations 1998 etc.</p> <p>Confident use of case related examples. Presentation is of a high standard.</p> <p>Considerable evidence of appropriate wider reading to inform answer. An excellent standard of in-text referencing</p>
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