

**5HR03** – Reward for Performance and contribution – Grading grid – \_24\_06

Assessment criteria	Refer/fail (1)	Low pass (2)	Pass (3)	High
Task – Written answers to the following qu	Jestions in <b>3900</b> words +/- 10%			
Q1 - AC 1.1 Explain the principles of reward and its importance to organisational culture and performance management.	<b>Insufficient</b> explanation of two principles of rewards, for example: transparency, fairness, consistency.	Acceptable explanation of <b>two</b> principles of rewards, for example: transparency, fairness, consistency etc.	<b>Good</b> explanation of <b>two</b> principles of rewards, for example: transparency, fairness, consistency etc.	Confident for examp Confident organisati
	Insufficient explanation of why reward is important to organisational culture and performance management. Insufficient or no evidence of the use of wider reading to help inform answer.	<ul> <li>Acceptable explanation of why reward is important to organisational culture and performance management.</li> <li>Presentation is of an acceptable standard with some improvement required.</li> <li>Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.</li> </ul>	<ul> <li>Good explanation of why reward is important to organisational culture and performance management.</li> <li>Presentation is of a good standard.</li> <li>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</li> </ul>	manager Confident Presentati Confident variety of Consider reading to of in-text r

## h pass (4)

ent explanation of **two** principles of rewards, mple: transparency, fairness, consistency etc.

ent explanation of why reward is important to ational culture and performance ement.

ent use of **case** related examples.

ation is of a **high** standard.

ent evidence of referencing, using a good of sources.

erable evidence of appropriate wider g to inform answer. An excellent standard xt referencing



Q2 - AC 1.2	Insufficient assessment of	Acceptable assessment of how	Good assessment of how	Confide
Assess the contribution of extrinsic and intrinsic rewards to improving employee contribution and sustained organisational performance.	how extrinsic and intrinsic rewards contribute to improved employee contribution and sustained organisational performance. Insufficient or no evidence of the use of wider reading to help inform answer	<ul> <li>extrinsic and intrinsic rewards</li> <li>contribute to improved employee</li> <li>contribution and sustained</li> <li>organisational performance.</li> <li>Presentation is of an acceptable</li> <li>standard with some improvement</li> <li>required.</li> </ul>	<ul> <li>extrinsic and intrinsic rewards contribute to improved employee contribution and sustained organisational performance.</li> <li>Presentation is of a good standard.</li> <li>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</li> </ul>	intrinsic r employe organisa Confider Presenta Consider reading of in-text
		<b>Sufficient</b> evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.		
Q3 - AC 2.1 Explain differences between types of grade and pay structures.	Insufficient explanation of the differences between types of grade and pay structures. Insufficient or no evidence of the use of wider reading to help inform answer.	Acceptable explanation of <u>two</u> different types of grade structures eg multi-graded/narrow graded structure, broadband structures, job family structures etc. You should identify at least <u>two</u> differences between the structures. Presentation is of an <b>acceptable</b> standard with some improvement required. <b>Sufficient</b> evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.	<ul> <li>Good explanation of <u>two</u> different types of grade structures eg multi-graded/narrow graded structure, broadband structures, job family structures etc.</li> <li>You should identify at least <u>two</u> differences between the structures.</li> <li>Presentation is of a good standard.</li> <li>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</li> </ul>	Confider structure broadbo You shou the struc Confider Presenta Conside reading of in-text

dent assessment of how extrinsic and ic rewards contribute to improved byee contribution and sustained isational performance.

dent use of case related examples.

ntation is of a **high** standard.

derable evidence of appropriate wider ng to inform answer. An excellent standard ext referencing

**dent** explanation of **two** different types of grade ures eg multi-graded/narrow graded structure, Iband structures, job family structures etc.

nould identify at least **two** differences between uctures.

**lent** use of **case** related examples.

ntation is of a **high** standard.

derable evidence of appropriate wider ng to inform answer. An excellent standard ext referencing



Q4 - AC 2.2	Insufficient explanation of how contingent rewards can impact individual, team and organisational performance.	Acceptable explanation of how	Good explanation of how two	Confider
<b>Explain</b> how contingent rewards can impact individual, team and organisational performance.		<b>two</b> types of contingent rewards eg performance related pay, skill- based pay etc can impact all three areas:	types of contingent rewards eg performance related pay, skill-based pay etc can impact all three areas:	continge pay, skill- areas: 1. In
	Insufficient or no evidence of the use of wider reading to help inform answer.	1. Individual performance	1. Individual performance	2. Te 3. O
		2. Team performance	2. Team performance	
		3. Organisational performance	<ol> <li>Organisational performance</li> <li>Presentation is of a good standard.</li> </ol>	Confider
		Presentation is of an <b>acceptable</b> standard with some improvement required.		Presentat Consider reading of in-text
		<b>Sufficient</b> evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.	<b>Good</b> evidence of appropriate wider reading to help inform answer. A good standard of in- text referencing	

dent explanation of how two types of ngent rewards eg performance related kill-based pay etc can impact all three

- Individual performance
- Team performance
- Organisational performance
- **dent** use of **case** related examples.
- tation is of a **high** standard.

**derable** evidence of appropriate wider ng to inform answer. An excellent standard ext referencing



Q5 - AC 2.3 Explain the merits of different types of benefits offered by organisations.	Insufficient explanation of the merits of different types of benefits offered by organisations. Insufficient or no evidence of the use of wider reading to help inform answer.	Acceptable explanation of the merits (eg increased employee engagement, motivation and commitment to the organisation etc) of <u>two</u> different types of benefits eg performance-related pay; profit- sharing; gainsharing etc. Presentation is of an acceptable standard with some improvement required. Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.	Good explanation of the merits eg (increased employee engagement, motivation and commitment to the organisation etc) of <u>two</u> different types of <b>benefits</b> eg performance-related pay; profit-sharing; gainsharing etc. Presentation is of a <b>good</b> standard. Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing	Confid (increa organi benefi sharing Confid Presen Consi wider stand
<b>Q6 - AC 2.4</b> <b>Explain</b> the merits of different types of recognition schemes offered by organisations.	Insufficient explanation the merits of different types of recognition schemes offered by organisations. Insufficient or no evidence of the use of wider reading to help inform answer.	<ul> <li>Acceptable explanation of the merits of <u>one</u> type of formal recognition scheme and <u>one</u> type of informal recognition scheme.</li> <li>Presentation is of an acceptable standard with some improvement required.</li> <li>Sufficient evidence of appropriate wider reading to help inform answer.</li> <li>Satisfactory in-text referencing.</li> </ul>	Good explanation of the merits of <u>one</u> type of formal recognition scheme and <u>one</u> type of informal recognition scheme. Presentation is of a good standard. Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing	Confid type o type o Confid Presen Consi wider stand
Q7 - AC 3.1 Assess the business context of the reward environment.	Insufficient assessment of the business context of the reward environment. Insufficient or no evidence of the use of wider reading to help inform answer.	Acceptable assessment of <u>two</u> internal eg culture and <u>two</u> external eg labour market trends factors which impact the reward environment eg how they influence reward decisions and the development of reward packages. Presentation is of an <b>acceptable</b> tandard with some improvement equired. Sufficient evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.	Good assessment of <u>two</u> internal and <u>two</u> external factors which impact the reward environment eg how they influence reward decisions and the development of reward packages. Presentation is of a good standard. Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing	Confid extern enviroi decisic packa Consi wider stand Presen

fident explanation of the merits eg eased employee engagement, vation and commitment to the anisation etc) of <u>two</u> different types of efits eg performance-related pay; profiting; gainsharing etc.

fident use of case related examples.

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**fident** explanation of the merits of <u>one</u> of **formal** recognition scheme and <u>one</u> of **informal** recognition scheme.

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nsiderable evidence of appropriate ler reading to inform answer. An excellent ndard of in-text referencing

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**nsiderable** evidence of appropriate ler reading to inform answer. An excellent ndard of in-text referencing

entation is of a **high** standard.



Q8 - AC 3.2	<b>Insufficient</b> definition of the concept of	<b>Acceptable</b> definition of the concept of benchmarking.	<b>Good</b> definition of the concept of benchmarking.	Confi benc
Evaluate the most appropriate ways in which benchmarking data can be gathered and measured to develop insight.	benchmarking <b>Insufficient</b> evaluation of <u>two</u> types of benchmarking data which can be used to give insight when developing reward packages. <b>Insufficient</b> or no evidence of the use of wider reading to help inform answer.	Acceptable evaluation of <u>two</u> 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 <b>pros</b> and <b>cons</b> of the two examples. Offering a judgement of the effectiveness of the two types of benchmarking data. Presentation is of an <b>acceptable</b> standard with some improvement required. <b>Sufficient</b> evidence of appropriate wider reading to help inform answer. Satisfactory in-text referencing.	<ul> <li>Good evaluation of <u>two</u> 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.</li> <li>A good judgement has been made of the two types of benchmarking data.</li> <li>Presentation is of a good standard.</li> <li>Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing</li> </ul>	Confi benc surve be us rewar cons A cor the tv Confi Prese Consi wider stand
Q9 - AC 3.3	Insufficient explanation	Acceptable explanation of both:	<b>Good</b> explanation of both:	Confi
Explain approaches to job evaluation	of approaches to job evaluation. Insufficient or no evidence of the use of wider reading to help inform answer.	1) non-analytical job evaluation	1) non-analytical job evaluation	1) noi
		2) analytical job evaluation	2) analytical job evaluation	<b>2)</b> an
		requirea. Sufficient evidence of appropriate wider	Presentation is of a <b>good</b> standard. <b>Good</b> evidence of appropriate	Confi the a
			wider reading to help inform answer. A good standard of in-text referencing	Confi
				Prese
				Consi wider stand

**nfident** definition of the concept of nchmarking.

nfident evaluation of <u>two</u> types of nchmarking data (eg payroll data, salary veys, government surveys, etc) which can used to give insight when developing vard packages. Include the **pros** and **ns** of the two examples.

onfident judgement has been made of two types of benchmarking data.

**nfident** use of **case** related examples.

sentation is of a **high** standard.

nsiderable evidence of appropriate ler reading to inform answer. An excellent ndard of in-text referencing

**nfident** explanation of both:

non-analytical job evaluation

analytical job evaluation

**nfident** links to wider reading to support answer.

nfident use of case related examples.

sentation is of a **high** standard.

**nsiderable** evidence of appropriate ler reading to inform answer. An excellent indard of in-text referencing



Q10 - AC 3.4 Explain the legislative requirements that impact reward practice.	Insufficient explanation of the legislative requirements that impact reward practice. Insufficient or no evidence of the use of wider reading to help inform answer.	<ul> <li>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.</li> <li>Presentation is of an acceptable standard with some improvement required.</li> <li>Sufficient evidence of appropriate wider reading to help inform answer.</li> <li>Satisfactory in-text referencing.</li> </ul>	Good explanation of <u>two</u> examples of legislation that impact reward practice eg the Equality Act 2010, Minimum Wage Act 1998, Working Time Regulations 1998 etc. Presentation is of a good standard. Good evidence of appropriate wider reading to help inform answer. A good standard of in-text referencing	Confi legisla the E 1998, Confi Prese Cons wider stanc
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**nfident** explanation of <u>two</u> examples of islation that impact reward practice eg Equality Act 2010, Minimum Wage Act 78, Working Time Regulations 1998 etc.

nfident use of case related examples.

sentation is of a **high** standard.

nsiderable evidence of appropriate ler reading to inform answer. An excellent ndard of in-text referencing