

OL 211 Milestone Four Guidelines and Rubric

Overview: This milestone focuses on the topic of this week’s lessons: compensating employees. Using the material on compensation provided in this week’s lesson and the case study, write a short paper in which you:

- Describe the compensation philosophy of Maersk and how the market influences this philosophy.
- Determine the value of salary surveys to an organization.
- Describe the advantages of discretionary benefits to Maersk.

Guidelines for Submission: Your submission should be two pages in length and double-spaced using 12-point Times New Roman font. Be sure to list your references at the end of your paper. Submit journal assignment as a Word document.

Instructor Feedback: This activity uses an integrated rubric in Brightspace. Students can view instructor feedback in the Grade Center.

Critical Elements	Exemplary (100%)	Proficient (85%)	Needs Improvement (55%)	Not Evident (0%)	Value
Compensation: Compensation	Meets “Proficient” criteria and description is clear and detailed	Describes the compensation philosophy and describes how the market influences this philosophy	Describes the compensation philosophy and describes how the market influences this philosophy, but description is cursory or inaccurate	Does not describe compensation philosophy	46
Compensation: Salary Surveys	Meets “Proficient” criteria and uses evidence to substantiate claims	Determines the value of salary surveys, and describes the advantages of discretionary benefits	Determines the value of salary surveys but does not describe the advantages of discretionary benefits	Does not determine the value of salary surveys	46
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy-to-read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	8
Earned Total					100%