

**SUMMATIVE ASSIGNMENT – BUSI49Z15****Employee Reward Strategy**

You hold the HR directorship of a local company located in Canton de Vaud, Switzerland, which employs 100 workers (all in a managerial position). The company offers an incremental pay rise of 3 per cent every year. It also offers some benefits such as health insurance, life insurance, and private pension plan. The company is a subsidiary of a Brazilian company that has a meritocratic reward system. The HQ wants you to implement its pay for performance system, and link incremental pay rises to performance. In addition, they demanded you re-think the benefit system and asked you to withdraw the private pension plan. Based on that information please answer the following:

1) What external influences do you need to assess before responding to the HQ's demands? Explain the impact these external influences might have on the changes that the HQ want to introduce.

(50 marks)

2) Presuming the changes are implemented what are the potential consequences for the Swiss managers? (You can draw from motivational theories to answer the question).

(50 marks)

**Overall word limit: 2500**

**SUBMISSION INSTRUCTIONS**

**Your completed assignment must be uploaded to Learn ULTRA  
no later than 11:59am on 7<sup>th</sup> May 2022.**

**A penalty will be applied for work uploaded after 11:59am as detailed in the Programme Handbook. You must leave sufficient time to fully complete the upload process before the deadline and check that you have received a receipt. At peak periods, it can take up to 30 minutes for a receipt to be generated.**

Assignments should be typed, using 1.5 spacing and an easy-to-read 12-point font. Assignments and dissertations/business projects must not exceed the word count indicated in the module handbook/assessment brief.

The word count should:

- *Include* all the text, including title, preface, introduction, in-text citations, quotations, footnotes and any other items not specifically excluded below.
- *Exclude* diagrams, tables (including tables/lists of contents and figures), equations, executive summary/abstract, acknowledgements, declaration, bibliography/list of references and appendices. However, it is not appropriate to use diagrams or tables merely as a way of circumventing the word limit. If a student uses a table or figure as a means of presenting his/her own words, then this is included in the word count.

Examiners will stop reading once the word limit has been reached, and work beyond this point will not be assessed. Checks of word counts will be carried out on submitted work, including any assignments or dissertations/business projects that appear to be clearly over-length. Checks may take place manually and/or with the aid of the word count provided via an electronic submission. Where a student has intentionally misrepresented their word count, the School may treat this as an offence under Section IV of the General Regulations of the University. Extreme cases may be viewed as dishonest practice under Section IV, 5 (a) (x) of the General Regulations.

Very occasionally it may be appropriate to present, in an appendix, material which does not properly belong in the main body of the assessment but which some students wish to provide for the sake of completeness. Any appendices will not have a role in the assessment - examiners are under no obligation to read appendices and they do not form part of the word count. Material that students wish to be assessed should always be included in the main body of the text.

Guidance on referencing can be found in the programme handbook and on Learn ULTRA.

### **MARKING GUIDELINES**

Performance in the summative assessment for this module is judged against the following criteria:

- Relevance to question(s)
- Organisation, structure and presentation
- Depth of understanding
- Analysis and discussion
- Use of sources and referencing

- Overall conclusions

The word count should include all the text (plus endnotes and footnotes), but exclude diagrams, tables, bibliography, references and appendices. Guidance on referencing can be found in your Assessment handbook under 'Things you Need to Know' on Learn ULTRA.

### **PLAGIARISM AND COLLUSION**

Students suspected of plagiarism, either of published work or the work of other students, or of collusion will be dealt with according to School and University guidelines.

Your assignment will be put through the plagiarism detection service.

### **END OF ASSESSMENT**