

OL 325 Milestone Two Rubric

Activity: 5-2 Final Project Milestone Two: External Competitiveness

Course: OL-325-J3507 Total Rewards 22EW3

Name: Tim Weaver

Critical Elements	Proficient	Needs Improvement	Not Evident	Criterion Score
External Competitiveness: Weighted Means	15 points Provides correct weighted means for each benchmark job identified	10.5 points Provides incorrect weighted means for some of the benchmark jobs or provides weighted means for all benchmark jobs with consistent computational errors ✓	0 points Does not provide weighted means for benchmark jobs	10.5 / 15

Criterion Feedback

Overall good but check your math on your production worker. It looks like one of your \$31k should be \$33k resulting in a difference of about \$5,000 in your weighted mean. Be sure to correct this and rerun your regression for your final project.

External Competitiveness: Predicted Base Pay	15 points Provides correct predicted base pay for each benchmark job identified ✓	10.5 points Provides incorrect predicted base pay for some of the benchmark jobs or provides predicted base pay for all benchmark jobs with consistent computational errors	0 points Does not provide predicted base pay for benchmark jobs	15 / 15
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Critical Elements	Proficient	Needs Improvement	Not Evident	Criterion Score
External Competitiveness: Market Pay Line	15 points Provides correct market pay line for each benchmark job identified with clear labeling of job evaluation points and salaries ✓	10.5 points Provides incorrect market pay line for some of the benchmark jobs or provides market line but does not clearly label job evaluation points and salaries	0 points Does not provide market pay line for benchmark jobs and does not clearly label job evaluation points and salaries	15 / 15

Criterion Feedback

Great job on your pay line!

External Competitiveness: Adjusted Pay Rates	15 points Provides correct adjusted pay rates for each benchmark job identified	10.5 points Provides incorrect adjusted pay rates for some of the benchmark jobs or provides weighted means for all benchmark jobs with consistent computational errors ✓	0 points Does not provide adjusted pay rates for benchmark jobs	10.5 / 15
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Criterion Feedback

You calculated the predicted base pay accurate but you do not use it anywhere. You are using the salary from the survey. The salary from the survey is only used to calculate the predicted base pay. You adjust your salary by 3% based on the predicted base salary. This is your company's salary for this position.

Critical Elements	Proficient	Needs Improvement	Not Evident	Criterion Score
External Competitiveness: Pay Grades	15 points Provides correct pay grades for combined benchmark jobs, labels pay grades incorrectly, and explains why combined benchmark jobs form a grade ✓	10.5 points Provides incorrect pay grades for combined benchmark jobs or labels pay grades incorrectly or does not explain why combined benchmark jobs form a grade	0 points Does not provide pay grades for combined benchmark jobs, does not label pay grades correctly, and does not explain why combine benchmark jobs form a grade	15 / 15
External Competitiveness: Pay Ranges	15 points Provides correct pay ranges for each pay grade and provides rationale for pay ranges	10.5 points Provides incorrect pay ranges for some pay grades or does not include rationale ✓	0 points Does not provide pay ranges for pay grades and does not provide rationale	10.5 / 15
Criterion Feedback				
I did not see your rationale for your pay ranges (i.e. why +/-10%). Be sure to include this in your final project.				
Articulation of Response	10 points Submission has no major errors related to grammar, spelling, syntax, organization, or citations ✓	7 points Submission has major errors related to grammar, spelling, syntax, organization, or citations that negatively impact readability and articulation of main ideas	0 points Submission has critical errors related to grammar, spelling, syntax, organization, or citations that prevent understanding of ideas	10 / 10

Overall Score

Proficient

71 points minimum

Instructors should not modify this row (it will automate from the scores above). This score represents the average evaluation across all rubric criteria.

Needs Improvement

1 point minimum

Instructors should not modify this row (it will automate from the scores above). This score represents the average evaluation across all rubric criteria.

Not Evident

0 points minimum

Instructors should not modify this row (it will automate from the scores above). This score represents the average evaluation across all rubric criteria.