

COMPENSATION AND BENEFITS MANAGEMENT
MOS 342B WINTER 2008

GUIDELINES FOR COMPENSATION TRENDS RESEARCH REPORT

General Instructions:

Select a specific area of compensation that interests you (e.g. CEO compensation, pensions, pay equity etc.). Conduct research on that topic with a view to determining both short and long term trends that seem to be emerging in your area of interest. Write a 10 - 12 page report that summarizes your research process, research findings, emerging trends you have identified, plus any other insights appropriate to the topic or assignment. Be sure to pick a topic that is interesting to you and that is specifically related to this course. You may be inspired by a recent newspaper article, an article in a business magazine, a personal event, or one of the topics from our textbook *Compensation* (Milkovich, Newman, Cole).

For research information, choose full articles from academic journals, recently published books, professional and business magazines, the internet and interviews. Use InfoTrac, ProQuest and other search engines as well as the Business Library to get started, and go from there.

Format and Structure of the report:

Overall, your report should provide an indication of what resources informed your research; where things have stood out historically with your topic; trends now emerging in that area; why such changes are occurring; and future impact of the trend. **Structure your report using the following headings and content:**

1. **Research Purpose:** (Approx. ¼ to ½ a page)
State the purpose of your research. What were you trying to find out when you began to research your topic? Why is this issue important to you?
2. **Literature Review** (Approx. ¾ of a page)
List and describe three or four *key* resources you selected and *how they contributed* to your research. Be very brief, devoting only 2 – 3 lines for each item you list. (Note: you may have used a number of resources, but in this section list the ones that contributed the most for inclusion in this section. Later you will list *all* of your resources on your Works Cited/Reference page.)
3. **Findings**
Summarize your research findings and compare what's new with the past or current situation, and identify trends that seem to be emerging on the near or far horizon. Be sure to justify the trends you identify, describing why you think this may be a trend.

4. General Implications

(At least 1 page – Note that you don't have to cover all four areas.)

Summarize the implications and any application that may be appropriate for your findings on trends. What impact (if any) will this trend have on *any or all* of the following areas of management:

- compensation management
- small business management
- human resources management
- international management

5. Personal Insights

(Approx. ½ - 1 page)

Indicate what meaning (if any) your findings have produced for you personally. Did your research yield an answer you were satisfied with or has it produced still more questions you would like to pursue? Why?

Research Report Submission instructions and deadlines:

Format: Correct grammar, spelling and punctuation are required. Your report should be double spaced, using Times New Roman 12 Font. Use MLA standards for citation and references. Include a reference or works cited page. Provide a front cover sheet with the title of your report, the course name and number, your name and student number, and the date of submission. Do not enclose your report in a folder of any kind.

Submission Process, Deadlines and Penalties:

Research Abstract: Decide what course related topic you plan to write about and submit your topic of exploration to me in a ONE PAGE abstract by beginning of class **March 3, 2008**. List at least 3 resources you have found to that point that you feel will inform your research. List these resources using bibliographic format at the bottom of your abstract. Identify your abstract with your name and student ID in the top right hand corner of the page. **Note: Failure to submit a relevant abstract in the format described above, by the aforementioned deadline, shall result in a deduction of 5% from the overall mark of your research report assignment.**

Compensation Trends Research Report: Submit a hard copy of your finished Compensation Trends Research Report at the beginning of class **March 24, 2008**. In addition, submit a digital copy of the Report to Turnitin.com the same date, including your cover page. (A Turnitin.com Class ID and password will be provided to you in class.) **Note: A penalty of 5% for the first day and 2% for each day thereafter including each day of a weekend or holiday shall apply to all late assignments.**

If you need help: If you wish to discuss resources or topics please make an appointment to see me. I will be happy to help you find something interesting to research and to provide some guidance on where to look for good resources. See the Course Outline for contact information and office hours. I am also available by e-mail and telephone and try to return messages promptly.

Note that this assignment is subject to all the same terms and conditions stated in the section on cheating and academic misconduct contained in the Course Outline. (Submitting a paper previously written by you and for which credit has been given or is being sought in the University or elsewhere is unacceptable for credit in this course.)