

## HRER 816 Lesson 06 Assignment

**Student Name:** \_\_\_\_\_

**Last 4 digits of your PSU ID Number:** \_\_\_\_\_

*Complete the following assignment directly on this document. If you attempt to complete the assignment directly in ANGEL, you may lose your work if ANGEL experiences an outage. Use the attachments button to upload your file to the Lesson 06 Drop Box, then click submit.*

*Before completing your assignment, review the grading rubric provided below. There is no set volume or word count expected for your answers. If you've adequately covered the topic by addressing all of the points requested in the rubric, then your responses should meet instructor expectations regarding length.*

### **Part 1 - APPLICATION**

Answer the following question (10 points):

1. After reading this lesson and the readings, explain how insights from the discussion about wage determination, various compensation schemes and why wages differ can be applied by you, as the HR manager, to a situation at your place of employment.

### **Part 2 - ANALYSIS**

Answer TWO of the following questions (20 points each)

2. With the recent wave of technological advances in information and telecommunications, the nature of jobs and thus methods of compensation, are being altered. Think of a job that has been significantly restructured because of the new technology and explain the nature of the restructuring by answering the following:
  - a. What impact would you predict the new technology is having on wages in the occupation and on compensating wage differentials for risk of injury or death on the job?
  - b. To what extent are the old occupational hazards of the past being replaced by new occupational hazards (e.g., stress, multi-tasking, overwork, or employment insecurity).
  - c. Are there policy implications for governments, employers and unions to protect workers against such hazards? Explain. [Note: see McConnell, Brue and Macpherson, pp. 385-388 for information on OSHA]

3. What are the key characteristics of internal labor markets and why would an employer use this structure? Using your understanding of internal labor markets, answer the following:
- Outline an example from your own experience of an internal labor market especially explaining the process of upward mobility.
  - In an increasingly globalized labor market where flexibility is important, would you expect to find increasing or decreasing use of internal labor markets? Explain why? Use examples from the readings to support your response.
4. Name a particular job, one with which you are familiar, and list the characteristics that generate some kind of a compensating wage differential.
- Has the market “worked” to pay higher wages for any dis-amenities that may exist for the job in question? Explain in detail.
  - In addition to pay, what are the various nonwage job amenities that might be offsetting the dis-amenities mentioned above (hint: think of some aspects of the work that enhance rather than diminish utility)?
  - Do you feel like individuals in such jobs are relatively free to switch to another job or employer for a better match, and if not, why not?

## Grading Rubric

### ESSAY RESPONSES:

Write the responses like you are writing to someone who knows very little about the topic. When you can explain something complex to someone with little knowledge in that area, it shows that YOU really know the topic. (There is nothing like teaching or explaining an idea to really learn that concept!) ALWAYS define new terms and concepts as part of your responses. While this can be tedious, this strategy assures that you know the definitions and are not making a false start. Definitions are also a key component of the critical thinking process.

Be sure to answer all parts of the question. Often one part of a question is a “lead in” for another part of the same question. Don’t throw away points by missing parts of the question.

I strongly encourage you to include “real world” examples and personal experiences in your responses. The reason for this is that when you can relate the concepts and ideas introduced in the readings to the real world or personal experience, it will help you remember and understand that particular concept. When you can translate complex ideas into your own world and your own words, I know that you really “own” that concept.

See the following for a checklist to use before you turn in your essay questions (**do not turn in your checklist, it’s for your personal use only**). Instructors will use this same form as a guideline for assigning points to the essay questions.

## **CHECKLIST FOR ESSAY RESPONSES**

### **I. MECHANICS (15 % of total score for the question)**

#### ***Definitions (10% possible)***

- ( ) All relevant new terminology and/or concepts defined. (10%)
- ( ) There is a citation for the source of each definition. If you quote or paraphrase any material, you must cite the source. *Failure to do so will result in loss of 5 POINTS for each missing citation.*

#### ***Proofreading (5% possible)***

- ( ) There are no incomplete or run-on sentences. Punctuation is used correctly. There is good paragraph structure. There are no word usage errors, spelling errors, or “typos.”
- ( ) All work is double-spaced, 12 point font, 1 inch margins.

### **II. CONTENT (80% of total score for the question)**

- ( ) Response is accurate and thorough reflecting mastery and understanding of the information/concepts/theories in current and past lessons. (40%)
- ( ) Arguments, discussion, and examples well supported by a variety of materials from the assigned readings. (30 %)
- ( ) Used personal experiences or observations to illustrate the concept or idea under discussion. (5%)
- ( ) All parts of the question are addressed. (5%)

### **III. STYLE AND CREATIVITY (5% of total score for the question)**

- ( ) Response shows unique, original thoughts or insights into the topic.