**Option #1 Comprehensive Total Rewards Plan**

**Read the case below:**

Caleb is an HR professional who works for a rapidly growing quick-service restaurant that has locations distributed throughout the United States and a developing presence in Western Europe. He has been asked to create a comprehensive total rewards package that will attract and retain top talent. His organization has recently seen a large volume of success as customers are increasingly concerned with the food they eat. Customers are seeking healthy, organic ingredients that are ethically derived. Caleb is proud to work with an organization that cares about its environment and seeks to recruit top talent with a similar mindset.

The plan Caleb wants to create will not only bring in highly skilled mid-level management but will also retain them within the company. He knows that his plan must be competitive while maintaining the goals of his organization.

Construct a consultancy report that is 7-10 pages in length and includes:

* Total Rewards Program that includes a plan for recruitment and retention through
  + compensation and benefits
  + work-life balance and wellness
  + performance and service recognition
  + career development opportunities
* Be sure to discuss how the total rewards factors above are aligned to the organization’s mission, values, goals and vision.

**Final Paper Instructions:**

1. Include an introduction. It must provide a clear statement of your position on the topic.
2. Your paper must be 7-10 pages in length, not counting the title and reference pages, which you must include.
3. Examine each area of the consultancy report by providing references from at least five sources (at least three are scholarly/peer reviewed). The [CSUGlobal Library (Links to an external site.)](https://csuglobal.libguides.com/) is a great place to find sources.
4. A credible source is defined as:
   * A scholarly or peer reviewed journal article
   * A government-based website or publication
   * A trade or industry journal article, publication, or website, including those from trade organizations such as SHRM.org and TD.org
5. The paper shall comply with the requirements defined within the [CSUGlobal APA Guidelines (Links to an external site.)](http://csuglobal.libguides.com/apacitations) .

Refer to the Portfolio Project rubric for grading criteria.

Your paper is expected to have depth and offer a thoughtful analysis. It should be based on references to scholarly materials (rather than on introductory textbooks, popular website writings, or musings, for example) and should support your claims with evidence.

The most common mistakes in writing an essay are, a) simply summarizing the topic and not analyzing it or discussing your views, and b) failing to relate the subject to the broader context as discussed in class and as found in the readings.