A focus paper is a research paper that focuses on a particular aspect of a unit. For this focus paper Assignment, you are to visit a library, such as the Kaplan Online Library to conduct research into the professional and academic literature on your topic and write a report of your findings. This report should be five (5) double-spaced pages in length and include at least three (3) peer-reviewed references other than those we have covered in the course (such as the assigned reading articles and textbook). All references and citations should follow APA format.

For this week, please prepare a paper answering the following question:

What HR/compensation issues should a business consider when deciding to use people-focused reward systems versus job-focused reward systems? In your research and analysis be sure to include how the policies selected will impact employee behavior and the organization’s performance.

Assignment Checklist:

Assess the impact of reward policies on employee behavior and organizational performance.

1. Identify the available research on people-focused reward systems and versus job-focused job systems.
2. Compare the research on both topics to determine what compensation issues an organization should consider.
3. Select and compare the HR/compensation issues for people-focused reward systems vs. focused reward systems in your paper.
4. Determine how significant the impact of these policies on employee behavior and the organization’s performance.

For help on APA style reference please visit the Kaplan Writing Center.

This paper is due at the end of Unit 2.
# Unit 2 Assignment Grading Rubric

<table>
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<tr>
<th>Grade %</th>
<th>Content, Focus, Use of Text/Research, Organization-50%</th>
<th>Possible Points</th>
<th>Earned Points</th>
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| 50%     | • Successfully responds to the Assignment using the text, and/or other literature as appropriate. Includes a strong thesis statement, introduction & conclusion  
• Main points are developed logically and have cited support from academic journals and credible web sources  
• Addresses counter arguments | 14 | 8 |
| 30%     | • Paper shows original thought  
• Response exhibits thorough and well developed logical analysis with proper classifications, explanations and comparisons  
• Critical thinking includes: appropriate judgments, conclusions and assessment based on evaluation and synthesis of information | 5 | 5 |
| 10%     | Writing style and grammar | 5 | 5 |
| 10%     | APA format | 5 | 5 |
| 100%    | TOTAL POINTS | 50 | 50 |