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| [2-3 Small Group Discussion: Staffing Challenges in a Labor Shortage Market](https://learn.snhu.edu/d2l/le/874386/discussions/topics/1476642/View) **Contains unread posts**  Available on Saturday, October 16, 2021 11:59 PM EDT    Group/section restrictions.  **Refer to the chapter readings, the SHRM resources, and to the Harvard Business Review article to support your responses.  Note: You are required to present one initial post and two response posts to your group members. In responding to your group members, one response post should summarize your understanding of the group's initial posts and should provide your final recommendations for talent acquisition strategies based upon the collaborative discussion. Use your reading resources and information from your group members' posts to support your recommendations.**  **To complete this assignment, review the**[**Small Group Discussion Guidelines and Rubric**](https://learn.snhu.edu/d2l/common/dialogs/quickLink/quickLink.d2l?ou=874386&type=coursefile&fileId=Course+Documents%2fOL+600+Small+Group+Discussion+Guidelines+and+Rubric.pdf)**document.** |
| [4-1 Small Group Discussion: Pay Structure Analysis](https://learn.snhu.edu/d2l/le/874386/discussions/topics/1476643/View) **Contains unread posts**  Available on Saturday, October 30, 2021 11:59 PM EDT    Group/section restrictions.  **This is a group activity. For more information on groups, please see**[**About Group Work**](https://learn.snhu.edu/d2l/common/dialogs/quickLink/quickLink.d2l?ou=874386&type=content&rcode=snhu-669070)**.**  **First, review the module resources and consider the following scenario: You have been asked to evaluate whether your organization's current pay structure makes sense in view of what competing organizations are paying. In your initial post to the discussion, address the following:**   * **How would you determine what organizations to compare your organization with?** * **From an internal perspective, what are the potential consequences of having a pay structure that is out of line relative to those of your competitors? Consider the impact of pay and incentives on employees' motivation, engagement, and retention? Provide supportive examples.** * **What recommendations would you provide to ensure improved motivation, engagement, retention, and competitive advantages in the marketplace?**   **In response to your classmates, contrast and compare pay structures and the impact of these structures on employee motivation, engagement, and retention. What insights have you gained from this analysis? Provide supportive workplace examples and cited information from your research and module resources.** |