

MOD 6: Reward for Performance & Contribution

This module focuses on how internal and external business factors influence reward strategies and policies, the financial drivers of the organisation and the impact of reward costs. It considers the importance of the role of people practice in supporting managers to make robust and professional reward judgements and the impact of rewarding performance. (5C006)

a. Topics Covered

1. The principles of reward and different types of benefits. (1.1) (1.4)
2. How reward policy initiatives and practices are implemented. (1.2) (1.3)
3. The contribution of rewards to improving employee contribution and sustained organisational performance. (1.5)
4. The business context of the reward environment. (2.1)
5. How to develop organisational reward packages and approaches. (2.2) (2.3)
6. The law and reward. (2.4)
7. Different approaches to performance management. (3.1)
8. How line managers make reward judgements and the role of people practice. (3.2) (3.3)

b. Learning Outcomes

- Evaluate the principles of reward and its importance to organisational culture and performance management. (1.1)
- Explain how policy initiatives and practices are implemented. (1.2)
- Explain how people and organisational performance can impact on the approach to reward. (1.3)
- Compare the different types of benefits offered by organisations and the merits of each. (1.4)
- Assess the contribution of extrinsic and intrinsic rewards to improving employee contribution and sustained organisational performance. (1.5)
- Assess the business context of the reward environment. (2.1)
- Evaluate the most appropriate ways in which benchmarking data can be gathered and measured to develop insight. (2.2)

- Develop organisational reward packages and approaches based on insight. (2.3)
- Explain the legislative requirements that impact reward practice. (2.4)
- Assess different approaches to performance management. (3.1)
- Review the role of people practice in supporting line managers to make consistent and appropriate reward judgements. (3.2)
- Explain how line managers make reward judgements based on organisational approaches to reward. (3.3)

c. Assessment

PENDING ASSIGNMENT ADVICE FROM CIPD