

31.20: Discussion- People Won't Work for Dog Treats!

General Discussion Instructions

In order to prepare for this assignment, READ the information contained in the document “[Salty Pawz Background](#).”

You are required to post to this discussion THREE TIMES, on THREE DIFFERENT DAYS. Please refer to the Discussion Grading Rubric for details regarding how your performance will be assessed. NOTE: Please be certain to read the entire discussion assignment since in some cases there is more than one question you need to discuss, respond to, or address. Be sure that you have answered the entire question!

Post 1: Initial Post

This posting should be a minimum of one short paragraph and a maximum of two paragraphs. Word totals for this post should be in the 100–200-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate.

Scenario

Wanda is concerned about how much it will cost her to pay all of the new employees she needs to hire in order to expand her business. She has been profitable, but isn't making millions. She is thinking she might be able to pay some employees a salary, but looking at some of the employment Web sites, she is shocked to see how much some of the positions she needs to fill are demanding in her market. She is becoming discouraged and thinks that maybe the expansion of Salty Pawz will have to be placed on hold until she can figure out this whole employee pay thing.

For Discussion

1. As you have learned in this module, Wanda has several options for paying employees, such as salary, payment by piecework, time rate, and differential time rate. Other options include straight commission, salary plus commission, and salary plus bonus. Which would you recommend she use?
2. Would you recommend that Wanda use a single pay plan for *all* of the positions she needs to hire or are some pay methods better suited to some positions than others are? Remember, her employees will eventually cover the following areas:
 1. Production/Inventory/Warehousing
 2. Administrative Support
 3. Retail/Marketing/Customer Service
 4. Shipping
3. Thinking about a job you have now, have had in the past, or hope to have in the future, how would you prefer to be paid and why? Chances are very good that Wanda's employees are not so different from you!

Posts 2 and 3: Respond to Classmates' Posts

Instructions

After you have created your initial post, look over the discussion posts of your classmates and give at least two thoughtful responses to two different classmates (one per classmate) as outlined in the Discussion Grading Rubric.

A response posting should be a minimum of one short paragraph. Word totals for these posts should be in the 75–100-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate. The goal of your response posts is to extend discussions already taking place or pose new possibilities or opinions not previously voiced. Your goal should be to motivate the group discussion and present a creative approach to the topic.

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