

10.6: Discussion- Compensation and Benefits

Pay equity issues run rampant in the United States. Women, on average, only earn a portion of what a man does, and a minority woman could earn even less yet. Organizations need only look in their own backyards to see the pay gap rearing its ugly head—almost every organization has one.

Discussion Prompt

You're an HR professional at an organization that thinks it's paying its women fairly. Still, you want to make sure. Bias and pay discrepancies come in all shapes and sizes, and symptoms of the pay gap could be lurking in the shadows. So, you start doing some research.

Where do you look? What are your plans? Online searches can provide you with a variety of places to look and steps to take to uncover pay gaps at your organization. List two or three different steps that you, as an HR professional, would take to ensure that the company is doing everything it can to ensure pay equity. Provide a quick explanation of each of those plans, if necessary, and share your sources. Once you've put together your list and explanation, review the lists of at least two other classmates, and provide them with suggestions.

Grading

Share your opinions below and respond to two of your classmates' thoughts.

Discussion Grading Rubric

Criteria	Not Evident	Developing	Exemplary	Points
Submit your initial response	0 pts No post made	5 pts Post is either late or off-topic	10 pts Post is made on time and is focused on the prompt	10 pts
Respond to at least two peers' presentations	0 pts No response to peers	2 pts Responded to only one peer	5 pts Responded to two peers	5 pts
			Total:	15 pts

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