

# BUILDING STRATEGIC COMPENSATION SYSTEMS ESONIC EXAMPLE PROJECT

*The company known as e-sonic is a subsidiary of Sonic Records; as a subsidiary of Sonic .. Building strategic compensation systems project.*

Experience in work-related skills, knowledge, or experience is preferred such as previous customer engagement roles. This includes alternative ways to inform and entertain via written, oral, and visual media. During the course SoundCloud allows its users to directly upload their own music and share it with other friends. Final Project Final Milestone 4 Historical Perspective Workers Compensation has evolved over time to ensure that employees are being compensated fairly. The phases in the SDLC, including activities associated with planning, analysis, design, development, testing, implementation, and maintenance, will be reviewed. It also has the capability to stream live radio, and podcast, which is a digital, audio file made available on the Internet for downloading to a computer or portable media player, typically available as a series, new installments of which can be received by subscribers automatically. Implementation of Salary Survey Results a Report and interpret results of regression analysis for each job. This creates a heavily competitive atmosphere with giant music sharing platforms such as I Tunes, Amazon, and SoundCloud. The digital music industry is thriving with E-Sonics competitors posting gains on this type of product. Pay-Policy Level Decisions 3. Each section of the final project should be 5-7 pages in length. It will be graded with the Milestone Two Rubric. This will allow them to hold competitive wages in their industry Job Descriptions, Sample report outlines are included in the project text found in MyManagementLab. Eventually unions were formed as was the International Labor Organization ILO whose goal was to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues. However e-sonic will have to establish a distinguishing feature in order to set them apart from other online music stores like: iTunes, AOL music, Amazon MP3, eMusic, Rhapsody, and Napster. The ILO encourages tripartism where representatives from state governments, employer organizations, and labor groups participate in consultations to identify ideal labor standards and policies The Good Employer, n. Competitors such as ITunes are always marketing themselves by reducing prices, hosting events, and continuously partnering up with recording artist for promotional needs. Marriott, Jr. Recognizing the difference is important because too often resources can be used up on daily operations, which may not contribute to longer-range organization strategies that require innovative Milestones Milestone One: Strategic Analysis The development of a strategic analysis guides all decisions made regarding your compensation systems throughout the project. This information is a necessity for E-Sonic to gain knowledge of its market place and to have a concept on who and what is their direct competitors. The Bureau of Labor Statics sees an increase in the same marketplace due to the high demand for digital music. Establishments in this industry produce master recordings themselves, or obtain reproduction and distribution rights to master recordings produced by record production companies or other integrated record companies U. If the macros are set on too high of a security level, then the software will be disabled and will not work properly. Specific instructions provided with the software program will guide you through the steps involved in the compensation survey exercise. Strategic Analysis Outline: 1. This industry group comprises establishments primarily engaged in producing and distributing musical recordings, in publishing music, or in providing sound recording and related services North American Industry Classification System NAICS. The Department of Labor ensures that organizations are meeting the regulations put into place to give employees are fair and balanced compensation packages. It will Milestone Three: Section 2: External Competitiveness Section 2 shifts your focus outside of the firm to understand its relationship with the external marketplace. There are many more aspects that can be used as well as what the aspects have. In order set themselves apart from the competition e-sonic will need to establish their brand name and software platform as something unique from other online music stores in order to draw in customers. The human resource manager will ensure that the objectives of each position is in align with those of the organizations mission. Employees are linked between themselves, and after in a moment they become autonomous.