New and Improved Rewards at Work. Be sure to use the instructions below over what may be written in the course guide. Employers have been coming up with innovative employee rewards to boost morale and acknowledge employee needs for creativity and personal goal accomplishment. Some of the latest potential employee rewards include increased use of technology, more flexible working options, mandatory quarterly bonuses, and increased well-being options to name a few. There are also opportunities to innovate how rewards are delivered through systems. Write an eight to ten-page paper in which you: Determine how innovations in employee benefits can improve the overall competitive compensation strategy of the organization. Consider these sources: Top Innovative Employee Benefits - Business Benefits Group (bbgbroker.com) Employee Benefits And Compensation Ideas: A Guide (vantagecircle.com) Explain how innovative benefits could be tied to specific jobs. Be specific. (Textbook chapters 14 and 15) Critique the effectiveness of equity-based rewards systems versus those with more creative approaches. (Textbook chapter 16) Discuss the key elements of integrating innovation into a traditional total rewards program. (Textbook chapter 20 and maybe 21) Recommend a process that optimizes an employee-based suggestion program to continually refresh the total rewards of the organization. Hints: Implementing a Successful Employee Suggestion Program | Vetter Blog (getvetter.com) Employee Suggestion Systems | Inc.com Use at least five quality academic resources in this assignment. Note: Wikipedia and other websites do not quality as academic resources. This course requires the use of Strayer Writing Standards (SWS), APA 6, or APA 7 at the students' discretion. For additional assistance and information, please refer to the "requirements" documents below or contact the professor directly. The specific course learning outcome associated with this assignment is: Determine innovative approaches for optimizing employee benefits and rewards systems.