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| **BCIT Team Charter** |

**Course name: Organizational Behaviour**

**Course Code: 1100 CRN: 41875**

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| **Team Goals: (May include assignment goals, process goals, quality goals)**  **Week 1:** Gather information and brainstorm specific topics assigned  **Week 2:** Start of putting ideas into a document  **Week 3:** Begin having legitimate ideas into writing with references and Start of PPT presentation  **Week 4:** Finalize and put all the topics together into one document and begin practicing for presentation |

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| **Potential barriers to achieve goals and how will it be managed:**   * Conflicting timetables * Location, as many team members live far away from each other * Illness * Organization of assigned work * Issues in making the presentation and paper look as if it is a single document written by one * Repetitive ideas |

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| **Ground rules: (May include meeting schedule, project completion, expectations etc.)**   * Weekly checkup on Discord * Team members are expected to complete their assigned topic by Nov 21,2022 * Paper completion by Nov 24, 2022 * Presentation completed by Nov 27, 2022 * Group meetings on Nov 28 and 29 for presentation practice |
| **Team member’s roles:** |
| **Assigned Goals to Team Members:**  SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis of the company  **Done by:** *Tibi & Devin*  Explain the company’s efforts to improve teamwork  **Done by:** *Stanley*  Explain the leadership style of that organization  **Done by:** *Saad*  Explain the strategies they use to motivate their employees  **Done by:** *Markus* |

All team members were present in the creation of this charter and agree with its contents

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<https://www.indeed.com/cmp/Aws/salaries#:~:text=Average%20AWS%20hourly%20pay%20ranges,year%20for%20Senior%20Solution%20Architect>.

*AWS salaries: How much does aws pay? | indeed.com*. (2022). Retrieved November 22, 2022, from https://www.indeed.com/cmp/Aws/salaries

money, growth, voice

Amazon has multiple factors that motivate their employees. The combination of compensation, benefits, implementation of feedback, and potential for growth creates a strong drive within Amazon. The main drive factor within Amazon is their compensation. With a minimum starting pay of $19 per hour, it is more than double the federal minimum wage in the United States (Amazon, 2022). The bonuses are a direct result of performance in work, thus motivating people to work harder and perform better. Large bonuses range from $1,000 to $35,000 depending on the position, with an average of $12,000 (PayScale, 2022). Furthermore, Amazon has a strong annual raise system. Employees will receive 25-cent hourly raise every 6 months for full-time work, or 50-cent hourly raise if working for more than 2 years. To motivate employees to work at Amazon, Amazon offers a singing bonus of $1100; moreover, Amazon offers an additional bonus ranging from $125-$500 for referring a new employee if the employee stays for more than 60 days. Lastly, Amazon has a “Thank You” bonus for overtime work averaging around $500 (mission-statement.com 2022). Amazon’s huge list of benefits promotes workers to continue working hard. These benefits in Canada are health and dental, retirement plan, financial security, maternity and parental leave, paid time off, overtime and discounts. Additionally, the Employee and Family Assistance Program is to assist workers with the professional counselling to support them and their family (amazondelivers.jobs, 2022). Amazon engages their employees by continuing to listen to their feed back. Leaders take input directly from hourly associates and makes changes based on their best interests. Also, Amazon holds associate forums where workers can talk directly about their leadership (sustainability.aboutamazon.com, 2022). Amazon has a strong code of conduct. These principles are applied worldwide across all Amazon workplaces, and they help attribute to an overall positive feeling in the Amazon work setting (sustainability.aboutamazon.com, 2022). Amazon is the number one workplace for growth (linkedin.com, 2022). Amazon contributed many resources to provide growth for current or future employees. The company has invested more than $100 million in tuition for their employees (hiring.amazon.com, 2022). A large component of Amazon growth for their employees is their Amazon Web Services or AWS for short. AWS is a strong leader in the cloud services industry, and Amazon wants to keep it at the top. Amazon provides free and paid training for courses for AWS (aws.training, 2022). These courses can help provide training for beginners who want to work for AWS, or current employees looking to improve their skills. AWS’s partnership with Judge Learning Solutions provides courses for developers, architects, DevOps engineers, cost management, data analytics, machine learning, media services, and professionals with operations and security roles plus many more (globenewswire.com, 2022). These opportunities have great potential as careers in AWS can make upwards of $270,000 USD for senior roles (indeed.com, 2022). Altogether, Amazon’s competitive compensation, strong benefits, focus on feedback, and tons of potential for growth, help motivate their employees.