

# Assignment Grading Rubric

## GB520: Strategic Human Resource Management

### Assignment Rubric

This Excel Assignment is related to the specific issues in this case. This case is to be completed using Excel spreadsheet analysis. The case analysis will be evaluated using the following rubric.

At least 20% of a case study grade is related to the technical format used in setting up the multiple charts and creating the formulas used to determine the correct answers in this case analysis.

### Case Study Analysis Rubric

Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format
<b>100% 50 points</b>	<b>50% 15 points</b>	<b>30% 25 points</b>	<b>20% 10 points</b>
<b>90–100%  45–50 points</b>	<p>Response successfully answers the Assignment question(s); thoroughly uses the text, case, and other literature to support responses. The main response to each task is developed clearly. All responses are supported well (no errors in logic) using the correct sources as assigned in the case.</p> <p>Sources are thoughtfully used professional and Web sources. References are provided to support the location from where outside information was used. Skillfully addresses counterarguments and does not ignore data contradicting its claim.</p>	<p>Response exhibits strong higher-order critical thinking and analysis (e.g., evaluation).</p> <p>Analysis includes proper classifications, explanations, comparisons, and inferences.</p> <p>Critical thinking includes appropriate judgments, conclusions, and assessments based on evaluation and synthesis of information.</p>	<p>Technical skills are strong.</p> <p>Appropriate to the Assignment, accurate (no far-fetched, unsupported calculations), precise (clearly says what you mean), and concise (not wordy).</p> <p>Assignment is in 12-point font when explanations are required. Narrative sections are correctly done. Assignment is free of serious errors; grammar, punctuation, spelling, and graphical information help to clarify the meaning by following accepted conventions.</p>

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Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format
80–89%  40–44 points	<p>Response answers the Assignment question(s) with only minor digressions; sufficiently uses the text and other sources. Provides good to average responses that requires some explanation but that form a good basis.</p> <p>Supports most responses correctly (no logical errors) using outside sources as assigned.</p> <p>Does not ignore data contradicting its claim, though the refutation may need additional support. Refers to outside sources in the text and reference page.</p>	<p>Response generally exhibits higher-order critical thinking and analysis (e.g., evaluation). Case study shows some original thought.</p> <p>Analysis includes adequate classifications, explanations, comparisons, and inferences.</p> <p>Critical thinking includes adequate judgments, conclusions, and assessments based on evaluation and synthesis of information.</p>	<p>Internally, each section has good organization. Transitions found between and within sections are mostly clear and effective. Generally appropriate to the Assignment, accurate (no far-fetched, unsupported calculations), precise, and concise. Includes a title page and reference page.</p> <p>Assignment is in 12-point font. Narrative sections are correctly spaced. Assignment contains some minor grammatical and punctuation errors. Few misspellings. Some miscalculations that carry over.</p>
Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format

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Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format
<b>70–79%</b>  <b>35–39 points</b>	<p>Response answers the Assignment with some errors; sufficiently uses the text and other literature to support their responses.</p> <p>Shows too little original thoughts that are not developed to support the responses.</p> <p>Some responses are not supported with logic or explanation. The Assignment does not meet the requirements of completion.</p>	<p>Response exhibits limited higher-order critical thinking and analysis (e.g., application of information).</p> <p>Analysis includes limited classifications, explanations, comparisons, and inferences.</p> <p>Critical thinking includes limited judgments, conclusions, and assessments based on evaluation and synthesis of information.</p>	<p>Assignment is not done in Excel but Word.</p> <p>Calculations are not done correctly or not done at all.</p> <p>Explanations are occasionally wordy or ambiguous; analytical skills are not adequate with more than two to three wrong calculations.</p> <p>The Assignment is not well organized.</p> <p>Lacks clear calculations and explanations of the data of those calculations or confusing.</p> <p>The overall structure of the Assignment is not effective. Acceptable in places, but elsewhere vague responses interfere with the development and clarity of the main conclusions at the end of each response.</p> <p>Numerous grammatical and calculation errors.</p> <p>Wrong interpretations are more frequent. An attempt at Excel was made, but there are multiple errors</p>

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Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format
<b>60–69%</b> <b>30–34 points</b>	Response answers few of the Assignment's questions significantly.	Response exhibits simplistic or reductive thinking and analysis but does not demonstrate comprehension of the data and how it is to be applied to the case study responses.	Response is generally ambiguous. Grammatical skills are inadequate, clarity and meaning are impaired, and typically three to five errors in the responses.  Lack of use of Excel.
<b>0–59%</b> <b>0–29 points</b>	Response insufficiently answers any of the Assignments questions.	Response exhibits simplistic or reductive thinking and analysis and demonstrates limited knowledge on the subject matter.	Response is unclear enough to impair meaning, analytical and grammatical skills are incompetent for college level, and typically six or more errors for the responses.  Unacceptable use of Excel format.