

GB520: Strategic Human Resource Management

Assignment Rubric

These papers are related to specific issues or cases and will vary in length. In all cases, papers must be well referenced and in APA format. The papers will be evaluated using the following rubric.

At least 20% of a case study paper grade is related to composition that includes organization, writing style, and mechanics. Often, composition issues also impact the grading of the assigned focus paper topic content because composition impacts the effective presentation of your ideas and material.

Case Study Analysis Rubric

Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format
100% 125 points	50% 62.5 points	30% 37.5 points	20% 25 points
90– 100%	<p>Response successfully answers the Assignment question(s); thoroughly uses the text and other literature. Includes a strong thesis statement, introduction, and conclusion. The main points of the paper are developed clearly. All arguments are supported well (no errors in logic) using outside sources as assigned.</p> <p>Sources are primarily academic journals, with thoughtfully used Web sources. References are applied substantively to the paper topic. Skillfully addresses counterarguments and does not ignore data contradicting its claim. Refers to sources both in text and in the reference page.</p>	<p>Response exhibits strong higher-order critical thinking and analysis (e.g., evaluation). Paper shows original thought.</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>Grammatical skills are strong with typically less than one error per page. Correct use of APA when assigned.</p> <p>Appropriate to the Assignment, fresh (interesting to read), accurate (no far-fetched, unsupported comments), precise (say what you mean), and concise (not wordy).</p> <p>Assignment is in 12-point font. Narrative sections are double spaced. Assignment is free of serious errors; grammar, punctuation, and spelling help to clarify the meaning by following accepted conventions.</p>

Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format
80–89%	<p>Response answers the Assignment question(s) with only minor digressions; sufficiently uses the text and other literature. Provides a good thesis statement, introduction, and conclusion that require some revision but that form a good basis.</p> <p>Develops the main points clearly.</p> <p>Supports most arguments concretely (no logical errors) using outside sources as assigned.</p> <p>Some sources are nonacademic with over reliance on Web sources. References not always clearly tied to development of ideas. 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). Paper 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 claims), precise, and concise. Includes a title page and reference page.</p> <p>Assignment is in 12-point font. Narrative sections are double spaced. Assignment contains some minor grammatical and punctuation errors. Few misspellings. Citations generally, follow APA guidelines (perhaps one or two minor errors).</p>
Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format

Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format
70–79%	<p>Response answers the Assignment(s) with some digression; sufficiently uses the text and other literature. Provides a thesis statement that needs revision. The introduction and conclusion do not set up or close the paper very effectively. Shows too little original thought (strings of citations that are not developed to support the thesis).</p> <p>Main points are adequately defined in only some areas of the paper; points may be overemphasized or repeated. Some arguments are supported with outside research, but others may not be. Relies too heavily on personal experience or one source. The paper does not meet the source requirements. Some obvious counterarguments are ignored or not well refuted.</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>Sentences are occasionally wordy or ambiguous; tone is too informal. Grammatical skills are adequate with no more than two to three errors per page. The paper is not well organized. Sections lack transitions and several sentences may be monotonous or confusing. The overall structure of the Assignment is not effective. Appropriate in places, but elsewhere vague writing interferes with the development and clarity of the main points. Numerous grammatical and punctuation errors.</p> <p>Misspellings are more frequent, but they are the sort spell checkers do not catch, such as “effect/affect.” An attempt at APA citation was made, but there are multiple errors larger than a misplaced period. Narrative sections are not double spaced.</p>
60–69%	<p>Response answers the Assignment question(s), but digresses significantly; insufficiently uses the text and other literature.</p>	<p>Response exhibits simplistic or reductive thinking and analysis but does demonstrate comprehension.</p>	<p>Sentences are generally wordy and/or ambiguous; tone is too informal. Grammatical skills are inadequate, clarity and meaning are impaired, and typically three to five errors per page. Inadequate use of APA format.</p>

Grade	Content, Focus, Use of Text/Research, and Organization	Analysis and Critical Thinking	Writing Style, Grammar, and APA Format
0–59%	Response insufficiently answers the Assignment question(s); insufficiently uses the text and other literature.	Response exhibits simplistic or reductive thinking and analysis and demonstrates limited knowledge on the subject matter.	Sentences unclear enough to impair meaning; tone is inappropriate and/or inconsistent. Grammatical skills are incompetent for college level; typically six or more errors per page. Unacceptable use of APA format.