

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
100% 130 points	30% 39 points	50% 65 points	20% 26 points
90–100%	<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>Completion of Tasks A–J 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>Technical skills are strong with typically less than one error per task. Correct use of Excel.</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.</p> <p>Narrative sections are correctly done.</p> <p>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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80–89%	<p>Response answers the Assignment question(s) with only minor digressions; sufficiently uses the text and other sources.</p> <p>Provides good to average responses to each TASK A–J 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.</p> <p>Refers to outside sources in the text and reference page.</p>	<p>Response generally exhibits higher-order critical thinking and analysis (e.g., evaluation).</p> <p>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.</p> <p>Transitions found between and within sections are mostly clear and effective.</p> <p>Generally appropriate to the Assignment; accurate (no far-fetched, unsupported calculations), precise, and concise.</p> <p>Includes a title page and reference page.</p> <p>Assignment is in 12-point font. Narrative sections are correctly spaced.</p> <p>Assignment contains some minor grammatical and punctuation errors.</p> <p>Few misspellings. Some miscalculations that carry over into other tasks.</p>
70–79%	<p>Response answers the Assignment(s) with some errors; sufficiently uses the text and other literature to support responses.</p> <p>Shows too little original thought that are not developed to support the responses to Tasks A–J.</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>

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	<p>Some responses are not supported with logic or explanation.</p> <p>The Assignment does not meet the requirements of completion of Tasks A–J.</p> <p>Some tasks are ignored or not well explained.</p>		<p>The Assignment is not well organized.</p> <p>Tasks lack clear calculations and explanations of the data of those calculations or confusing.</p> <p>The overall structure of the Assignment is not effective.</p> <p>Acceptable in places, but elsewhere vague responses interfere with the development and clarity of the main conclusions at the end of each task.</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>
60–69%	Response answers few of the task assignments 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 tasks.	<p>Response is generally ambiguous.</p> <p>Grammatical skills are inadequate, clarity and meaning are impaired, and typically three to five errors in the task responses.</p> <p>Lack of use of Excel.</p>
0–59%	Response insufficiently answers any of the task assignments.	Response exhibits simplistic or reductive thinking and analysis and demonstrates limited knowledge on the subject matter.	<p>Response to tasks are unclear enough to impair meaning, analytical and grammatical skills are incompetent for college level, and typically six or more errors for the tasks responses.</p> <p>Unacceptable use of Excel format.</p>