

HRCU 350 Final Paper Grading Rubric

<i>Criterion</i>	EMERGING (1)	DEVELOPING (2)	PROFICIENT (3)	EXEMPLARY (4)
Application	Misunderstands key theory and concepts of compensation and benefits. Significant errors in content, interpretation of the material. Limited if any identification of significant organizational dynamics concepts or theories. May not use or apply organizational dynamics theories. Limited use of research and data to apply organizational dynamics theories.	Understands key concepts but is unable to draw inferences. Identifies some compensation and benefits values and concepts, which may or may not be relevant. Uses some outside research to understand dimensions, compares and contrasts theory although the analysis may be superficial or incorrect. Somewhat use research and data to apply to aspects of compensation and benefits.	Understands key concepts and draws valid inferences and applications. Articulates presents ideas, opinion, and alternate approaches and uses support from relevant to compensation and benefit practices and theories. Fairly comprehensively discusses significant connections between aspects compensation and benefit theory. Fairly accurately and thoroughly uses research and data to offer a comprehensive application of compensation and benefits theory and practices.	Student understands the depth and breadth of the subject matter fully and all related concepts as it relates to compensation and benefits activity. Comprehensively discusses significant connections between aspects of the activity and concepts of compensation and benefits. Used relevant research and data to offer a comprehensive application of compensation and benefits.
Knowledge	Demonstrates surface understanding of the major aspects of compensation and benefits.	Demonstrates partial understanding of the major aspects of compensation and benefits.	Demonstrates adequate understanding of the major aspects of compensation and benefits.	Demonstrates sophisticated understanding of the major aspects of compensation and benefits.
Structure and Organization of Ideas	Chaotic, disorganized presentation of material. No support of predictions and inferences.	Associate, digressive, elliptical, or circular presentation of ideas. Little support of predictions and inferences.	Articulates ideas. Adequate support of predictions and inferences is provided.	Demonstrates growth and maturation of ideas. Reflections build on general knowledge-base and include exceptional support of predictions and inferences.
Analysis, evaluation and	Presents an incomplete	Presents a superficial	Presents a thorough	Presents an insightful and

<p>recommendation</p>	<p>analysis of the issues identified. Makes little or no connection between the issues identified and the strategic concepts studied in the course. Presents realistic or appropriate recommendations with little, if any support from the information of the major aspects of compensation and benefits.</p>	<p>analysis of some of the issues associated with compensation and benefits. Makes appropriate, but somewhat vague connections between the issues with compensation and benefits. Presents realistic or appropriate recommendations supported by the major aspects of compensation and benefits.</p>	<p>analysis of some of the major issues with compensation and benefits. Makes appropriate connections regarding compensation and benefits. Presents specific, realistic and appropriate recommendations clearly supported by the major theories and aspects of compensation and benefits.</p>	<p>thorough analysis of all issues identified. Makes important and powerful connections between the theory and application of compensation and benefit practices. Presents detailed, realistic and appropriate recommendations clearly supported by the major aspects of compensation and benefits.</p>
<p>Writing Mechanics</p>	<p>The paper lacks clarity and may be confusing; too long or short. Numerous errors in spelling, grammar and/or punctuation. Limited if any adherence to APA standards.</p>	<p>The paper is somewhat logical and well-written; too long or short. Some errors in spelling, grammar and/or punctuation. APA standards are somewhat followed but with numerous errors.</p>	<p>The paper is logical, well-written, and the required length. There may be one or two minor errors in spelling, grammar and/or punctuation. APA formatting standards are followed with a few minor errors.</p>	<p>The paper is logical, well-written, and the required length. Spelling, grammar and punctuation are accurate. APA formatting standards are followed; citations and reference page is correct.</p>