**Total Possible Score**: 20.00

**Explain How these Aspects Work Together to Perform the Primary Function of HRM**

Total: 5.00

Distinguished - Thoroughly and methodically explains how each of the aspects work together to perform the primary function of HRM. The explanation is professional and provides detailed examples that clearly demonstrate that new learning has occurred.

Proficient - Explains how each of the aspects work together to perform the primary function of HRM. The explanation is well constructed and provides several examples that demonstrate that new learning has occurred; however, a few minor details are missing.

Basic - Briefly explains how each of the aspects work together to perform the primary function of HRM. The explanation is somewhat complete, but provides few examples that demonstrate that new learning has occurred. Several key details are missing.

Below Expectations - Attempts to explain how each of the aspects work together to perform the primary function of HRM, but the explanation is too underdeveloped to be considered complete and does not demonstrate that new learning has occurred.

Non-Performance - The assignment is either nonexistent or fails to explain how these aspects work together to perform the primary function of HRM.

**Are Any Aspects More Important than the Others? Why or Why Not?**

Total: 4.00

Distinguished - Comprehensively explains whether or not any aspects are more important than others, including a detailed reasoning as to why. The explanation is professional and provides detailed examples that clearly demonstrate that new learning has occurred.

Proficient - Explains whether or not any aspects are more important than others, including reasoning as to why. The explanation well-written and provides a few examples that demonstrate that new learning has occurred. One or more minor details may be missing.

Basic - Briefly explains whether or not any aspects are more important than others, including a short reasoning as to why. The explanation is slightly underdeveloped and somewhat demonstrates that new learning has occurred. Several key details may be missing.

Below Expectations - Attempts to explain whether or not any aspects are more important than others, but the explanation is too underdeveloped to be considered complete and does not demonstrate that new learning has occurred.

Non-Performance - The assignment is either nonexistent or fails to determine whether or not and aspects are more important than others.

**Optimizing the HRM Role for Shaping Organizational and Employee Behavior**

Total: 4.00

Distinguished - Provides a comprehensive and thorough discussion addressing how the HRM role can be optimized for shaping organizational and employee behavior. The discussion is thought-provoking, creative, and utilizes vocabulary and concepts from the text.

Proficient - Provides a discussion addressing how the HRM role can be optimized for shaping organizational and employee behavior. The discussion is mostly complete and attempts to utilize vocabulary and concepts from the text. The discussion may be lacking a few minor details.

Basic - Provides a brief discussion addressing how the HRM role can be optimized for shaping organizational and employee behavior. The discussion is somewhat complete and utilizes minimal vocabulary and concepts from the text. The discussion may be lacking a several major details.

Below Expectations - Attempts to provide a discussion addressing how the HRM role can be optimized for shaping organizational and employee behavior, but the discussion is too underdeveloped to be considered complete.

Non-Performance - The assignment is either nonexistent or fails to explain how the HRM role can be optimized for shaping an organization.

**Organization: Introduction, Thesis Statement, and Conclusion**

Total: 3.00

Distinguished - Paper is logically organized with a well-written introduction, thesis statement, and conclusion.

Proficient - Paper is logically organized with an introduction, thesis statement, and conclusion.  One of these requires improvement.

Basic - Paper is organized with an introduction, thesis statement, and conclusion. One or more of the introduction, thesis statement, and/or conclusion require improvement.

Below Expectations - Paper is loosely organized with an introduction, thesis statement, and conclusion. The introduction, thesis statement, and/or conclusion require much improvement.

Non-Performance - The introduction, thesis statement, and conclusion are either nonexistent or lack the components described in the assignment instructions.

**Critical Thinking: Explanation of Issues**

Total: 1.00

Distinguished - Clearly and comprehensively explains in detail the issue to be considered, delivering all relevant information necessary for full understanding.

Proficient - Clearly explains in detail the issue to be considered, delivering enough relevant information for an adequate understanding.

Basic - Briefly recognizes the issue to be considered, delivering minimal information for a basic understanding.

Below Expectations - Briefly recognizes the issue to be considered, but may not deliver additional information necessary for a basic understanding.

Non-Performance - The assignment is either nonexistent or lacks the components described in the instructions.

**Reading: Comprehension**

Total: 1.00

Distinguished - Distinguishes probable implications of the text for contexts, perspectives, or issues outside the assigned task or beyond the author’s explicit message.

Proficient - Uses the text, general background understanding, and/or specific knowledge of the author’s context to draw more intricate inferences about the author’s message and approach.

Basic - Considers how textual features (e.g., sentence and paragraph structure or tone) contribute to the author’s message; draws fundamental inferences about context and rationale of text.

Below Expectations - Inadequately captures vocabulary and makes an effort to paraphrase or summarize the information the text communicates.

Non-Performance - The assignment is either nonexistent or lacks the components described in the instructions.

**Written Communication: Control of Syntax and Mechanics**

Total: 0.50

Distinguished - Displays meticulous comprehension and organization of syntax and mechanics, such as spelling and grammar. Written work contains no errors, and is very easy to understand.

Proficient - Displays comprehension and organization of syntax and mechanics, such as spelling and grammar. Written work contains only a few minor errors, and is mostly easy to understand.

Basic - Displays basic comprehension of syntax and mechanics, such as spelling and grammar. Written work contains a few errors, which may slightly distract the reader.

Below Expectations - Fails to display basic comprehension of syntax or mechanics, such as spelling and grammar. Written work contains major errors, which distract the reader.

Non-Performance - The assignment is either nonexistent or lacks the components described in the instructions.

**APA Formatting**

Total: 0.50

Distinguished - Accurately uses APA formatting consistently throughout the paper, title and reference page.

Proficient - Exhibits APA formatting throughout the paper. However, layout contains a few minor errors.

Basic - Exhibits basic knowledge of APA formatting throughout the paper. However, layout does not meet all APA requirements.

Below Expectations - Fails to exhibit basic knowledge of APA formatting. There are frequent errors, making the layout difficult to distinguish as APA.

Non-Performance - The assignment is either nonexistent or lacks the components described in the instructions.

**Page Requirement**

Total: 0.50

Distinguished - The paper meets the specific page requirement stipulated in the assignment description.

Proficient - The paper closely meets the page requirement stipulated in the assignment description.

Basic - The paper meets over half of the page requirement.

Below Expectations - A fraction of the page requirement is completed.

Non-Performance - The assignment is either nonexistent or lacks the components described in the instructions.

**Resource Requirement**

Total: 0.50

Distinguished - Provides ample resources and uses the correct number of sources from the specified search agents.

Proficient - Provides the approximate number of sources, while using some of the correct search agents specified in the assignment instructions.

Basic - Provides over half of the sources required in the assignment instructions.

Below Expectations - Provides inadequate number of resources and does not include sources from specified search agents.

Non-Performance - The assignment is either nonexistent or lacks the components described in the instructions.