

HRMT20028 ASSESSMENT ITEM 3 – MARKING RUBRIC

STUDENT NAME:

STUDENT NUMBER:

Note: The markers will write comments throughout the assignment using ‘pencil’ in Turnitin. It is expected that Turnitin similarity score is less than 20%. It is possible that you get a little bit higher level if you have a very long reference list. But if the higher similarity is found in the body of the assignment, this is unacceptable. Higher similarity score may significantly affect your marks as marks are given based on original texts and appropriately referenced texts only. It is suggested that you reduce direct quotes for other sources and paraphrase wherever possible. The unit coordinator will analyse the similarity score reported by Turnitin case by case.

Criteria	85-100% (HD)	75-84% (D)	65-74% (Cr)	50-64% (P)	0-49% (F1)
1. (8 Marks) Demonstrated application of theory and literature into the discussion analysis, solutions and recommendation for the presenting issues in the organisation.	Exceptional application of theory and literature into the discussion analysis, solutions and recommendation for the presenting issues in the organisation. 8	Excellent application of theory and literature into the discussion analysis, solutions and recommendation for the presenting issues in the organisation. 6.7	Proficient application of theory and literature into the discussion analysis, solutions and recommendation for the presenting issues in the organisation. 5.9	Satisfactory application of theory and literature into the discussion analysis, solutions and recommendation for the presenting issues in the organisation. 5.2	Emerging application of theory and literature into the discussion analysis, solutions and recommendation for the presenting issues in the organisation. 4
2. (8 Marks) Demonstrated analysis of the problems/organizational issues; including a critical analysis and clear argument supported by evidence.	Demonstrates superior analysis of the problems/ organisational issues; including a superior critical analysis and clear argument supported by evidence. 8	Demonstrates well-developed analysis of the problems/ organisational issues; including a well-developed critical analysis and argument supported by evidence. 6.7	Demonstrates above average analysis of the problems/ organisational issues; including an above average critical analysis and argument supported by evidence. 5.9	Demonstrates sound analysis of the problems/ organisational issues; including some critical analysis and argument supported by some evidence. 5.2	Demonstrates inadequate analysis of the problems/ organisational issues; including a lack of critical analysis and a lack of clear argument that is not supported by evidence. 4
3. (6 Marks) Identified alternative solution/s in the body of the report.	Demonstrates superior ability to identify alternative solution/s in the body of the report. 6	Demonstrates well-developed ability to identify alternative solution/s in the body of the report. 5	Demonstrates above average ability to identify alternative solution/s in the body of the report. 4.5	Demonstrates sound ability to identify alternative solution/s in the body of the report. 4	Demonstrates inadequate ability to identify alternative solution/s in the body of the report. 3
4. (6 Marks) Justified the chosen recommendation/s to the problem/organisational issues.	Demonstrates superior ability to justify recommendation/s to the problem/ organisational issues. 6	Demonstrates well-developed ability to justify recommendation/s to the problem/organisational issues. 5	Demonstrates above average ability to justify recommendation/s to the problem/organisational issues. 4.5	Demonstrates sound ability to justify recommendation/s to the problem/ organisational issues. 4	Demonstrates inadequate ability to justify recommendation/s to the problem/organisational issues. 3
5. (6 Marks) Demonstrated the actions undertaken in order to implement the solution to the problem/organizational issues.	Demonstrates superior understanding of the actions required to implement the solution. 6	Demonstrates well-developed understanding of the actions required to implement the solution. 5	Demonstrates above average understanding of the actions required to implement the solution. 4.5	Demonstrates sound ability understanding of the actions required to implement the solution. 4	Demonstrates inadequate understanding of the actions required to implement the solution. 3
6. (3 Marks) Correctly used report structure with clear introduction, well organised material and a strong conclusion, along with well written communication.	Exceptional ability to use the report structure that was clear, well organised with a strong conclusion and enhanced by well written communication. 3	Excellent ability to use the report structure that was clear, well organised, with a strong conclusion and enhanced by well written communication. 2.5	Proficient ability to use the report structure that was clear, organised, with a convincing conclusion and enhanced by well written communication. 2.2	Satisfactory ability to use the report structure that was clear, organised, with a convincing conclusion, with well written communication. 1.9	Emerging ability to use the report structure that was clear, organised, with a strong conclusion, enhanced by well written communication. 1.5

7. (3 Marks) Correctly used APA referencing in text and in the reference list, including minimum 15 sources.	Faultless use of the APA referencing system in-text and in the reference list, including use of more than 15 academic sources. 3	Very good use of the APA referencing system in-text and in the reference list, including use of 13-14 academic sources. 2.5	Competent use of the APA referencing system in-text and in the reference list, including use of 9-12 academic sources. 2.2	Satisfactory use of the APA referencing system in-text and in the reference list, including use of 5 -8 academic sources. 1.9	Unacceptable use of the APA referencing system in-text and in the reference list, including use of less than 4 academic sources. 1.5
TOTAL = /40 Rounded to the nearest whole mark. If the decimal is .4 and lower then round down.	Sum of all marks for the above 1-7 items () minus marks for each part or full day past the due date ()				
OVERALL COMMENT:					