

**Exhibit 1**  
**HRMG PROGRAM ASSESSMENT CASE GRADING RUBRIC**

**Note: Instructors must make sufficient copies of this Grading Rubric to evaluate each student on a separate form.**

**Student Name:**

**Learning Outcome 1** Students will show through their written answers they **understand** important terminology, concepts, principles, and theories associated with Human Resources, employment law, organization design, decision-making, leadership and control.

<b>0</b> <b>Missing or Poor</b>	<b>1</b> <b>Low</b>	<b>2</b> <b>Moderate</b>	<b>3</b> <b>Good</b>
Shows that he or she understands the relevant terminology, concepts, and theories	Failed to show understanding of most of the relevant terminology, concepts, and theories	Shown little understanding of the relevant terminology, concepts, and theories	Shown moderate understanding of the relevant terminology, concepts, and theories
Shows that he or she understands the relevant terminology, concepts, and theories	Failed to show understanding of most of the relevant terminology, concepts, and theories	Shown moderate understanding of the relevant terminology, concepts, and theories	Shown good understanding of the relevant terminology, concepts, and theories

**Learning Outcome 2** Students will show through their written answers they can correctly **apply** important, relevant concepts, principles, and theories associated with leadership, strategy, organization design, motivation, decision-making, and control when analyzing situations requiring them to diagnose problems and/or propose solutions.

<b>0</b> <b>Missing or Poor</b>	<b>1</b> <b>Low</b>	<b>2</b> <b>Moderate</b>	<b>3</b> <b>Good</b>
Identifies important topics and issues	Failed to identify any of the important topics and issues.	Identified some topics and issues, but missed several important topics and issues.	Identified most of the important topics and issues, but missed 1 or 2 important ones.
Identifies and correctly applies relevant concepts and theories in the analysis	Failed to identify and correctly apply any relevant concepts and theories	Identified and correctly applied some relevant concepts and theories, but omitted or incorrectly applied several important, relevant	Identified and correctly applied most of the relevant concepts and theories, but omitted or incorrectly applied some less important, but still
Identifies and correctly applies relevant concepts and theories in the analysis	Failed to identify and correctly apply any relevant concepts and theories	Identified and correctly applied some relevant concepts and theories, but omitted or incorrectly applied several important, relevant	Identified and correctly applied all of the important, relevant concepts and theories

Supports conclusions or claims with relevant facts and sound reasoning	Never supported conclusions or claims with relevant facts and sound reasoning.	Some conclusions or claims were supported with relevant facts and reasoning, but many were not supported adequately.	Most conclusions or claims were supported with relevant facts and sound reasoning, but analysis could be improved.	All conclusions or claims were well supported with relevant facts and sound reasoning.
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**Learning Outcome 3** Students will show through their written answers to questions about cases that they can correctly **integrate** important, relevant concepts, principles, and theories associated with leadership, strategy, organization design, motivation, decision-making, and control when analyzing situations requiring them to diagnose problems and/or propose solutions

<b>Dimensions</b>	<b>0</b> <b>Missing or Poor</b>	<b>1</b> <b>Low</b>	<b>2</b> <b>Moderate</b>	<b>3</b> <b>Good</b>
Recognizes interrelationships among relevant concepts or theories and can integrate them in the analysis	Showed little or no insight into interrelationships among relevant concepts or theories; never recognized or integrated relevant concepts or theories	Showed some (low-level) insight into interrelationships among relevant concepts or theories; recognized and integrated some of the relevant concepts or theories	Showed moderate insight into interrelationships among relevant concepts or theories; recognized and integrated most of the relevant concepts or theories	Showed good insight into interrelationships among relevant concepts or theories; recognized and integrated all of the relevant concepts or theories