

# Applying HR Concepts Scoring Guide

Applying HR Concepts Scoring Guide Grading Rubric

Criteria	Non-performance	Basic	Proficient	Distinguished
<b>Describe how the mission, vision, values, and culture of an organization influence employee relations.</b> 20%	Does not describe how the mission, vision, values, and culture of an organization influence employee relations.	Does not seem to understand or be able to communicate how the mission, vision, values, and culture of an organization influence employee relations.	Describes how the mission, vision, values, and culture of an organization influence employee relations.	Clearly and concisely describes how the mission, vision, values, and culture of an organization influence employee relations; supports description with pertinent, current academic research.
<b>Analyze human resources practices that promote positive employee relations and legal compliance.</b> 20%	Does not analyze human resources practices that promote positive employee relations and legal compliance.	Identifies, but does not analyze, human resources practices that promote positive employee relations and legal compliance.	Analyzes human resources practices that promote positive employee relations and legal compliance.	Analyzes human resources practices that promote positive employee relations and legal compliance; offers an explanation as to why these practices are effective, supported by documented examples.
<b>Describe the application of human resources best practices to a specific organization.</b> 20%	Does not describe the application of human resources best practices to a specific organization.	Describes the application of human resources best practices in general, rather than to a specific organization.	Describes the application of human resources best practices to a specific organization.	Describe the application of human resources best practices to a specific organization; provides an explanation as to why these practices are most appropriate to the identified organization and describes anticipated results.
<b>Describe how best practices will promote human resources as a strategic employee relations partner versus the enforcer.</b> 20%	Does not describe how best practices will promote human resources as a strategic employee relations partner versus the enforcer.	Does not appear to understand how best practices will promote human resources as a strategic employee relations partner versus the enforcer.	Describes how best practices will promote human resources as a strategic employee relations partner versus the enforcer.	Describes how best practices will promote human resources as a strategic employee relations partner versus the enforcer; provides documented examples of similar efforts.
<b>Communicate professionally with all stakeholders.</b> 20%	Does not communicate professionally with all stakeholders.	Communication attempts with stakeholders lack the professional demeanor appropriate for identified stakeholders.	Communicates professionally with all stakeholders.	Clearly and consistently communicates professionally with all stakeholders.