

## PSY 520 Short Paper 2 Guidelines and Rubric

Consider the following examples of research findings:

1. High satisfaction with one's direct supervisor leads to lower levels of employee turnover. In other words, employees who are highly satisfied with their direct supervisor are less likely to leave an organization than employees who are dissatisfied with their direct supervisor (DeConinck, 2009).
2. High levels of parental reading are associated with faster cognitive development in young children. In other words, children who are read to more by their parents show faster cognitive development than children who are read to less often (National Scientific Council on the Developing Child, 2007).
3. The experience of being socially excluded leads to increases in aggressive behavior. Research has found that when people are excluded by others, they are more likely to behave aggressively, even to people who did not initially exclude them (Twenge, Baumeister, Tice, & Stucke, 2001).
4. Defendants who wear glasses are less likely to be convicted by juries as being guilty of committing violent crimes (Brown, Henriquez, & Groscup, 2008).

In a brief paper (2–3 pages), describe a potential mediator and moderator that could apply to each research finding. Be sure to clearly explain what a mediator and moderator are, and be sure to clearly describe how they relate to each research situation.

**Guidelines for Submission:** Submit a 2–3-page document with double spacing, 12-point font, and one-inch margins, with any sources referenced cited in APA format.

**Instructor Feedback:** This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center. For more information, review [these instructions](#).

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
<b>Explanation of Mediators</b>	Meets "Proficient" criteria, and explanation is succinct and needs no clarification	Clearly and accurately describes mediators	Understanding is evident, though some confusion or lack of clarity is also evident	No explanation, or it is evident that the writer does not understand mediators	20
<b>Explanation of Moderators</b>	Meets "Proficient" criteria, and explanation is succinct and needs no clarification	Clearly and accurately describes moderators	Understanding is evident, though some confusion or lack of clarity is also evident	No explanation, or it is evident that writer does not understand moderators	20
<b>Application of Mediators to Research Situations</b>	Accurately identifies all potential mediators and correctly explains why they are applicable	Accurately identifies three of four potential mediators and correctly explains why they are applicable	Accurately identifies two of four potential mediators and correctly explains why they are applicable, and/or two of four explanations are insufficient and/or incorrect	Fewer than two mediators are identified correctly. Explanations are incorrect and/or insufficient	20

<b>Application of Moderators to Research Situations</b>	Accurately identifies all potential moderators and correctly explains why they are applicable	Accurately identifies three of four potential moderators and correctly explains why they are applicable	Accurately identifies two of four potential moderators and correctly explains why they are applicable, and/or two of four explanations are insufficient and/or incorrect	Fewer than two moderators are identified correctly. Explanations are incorrect and/or insufficient	20
<b>Articulation of Response</b>	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy-to-read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	20
<b>Earned Total</b>					<b>100%</b>