



HRMT416 Human Resource Development

Course: HRMT416 D002 Spring 2026

| Criteria | Exemplary | Accomplished | Developing | Beginning | Did not attempt | Criterion Score |
|--------------|--|--|--|---|--|-----------------|
| Abstract | 10 points Places Abstract on a separate page & clearly summarizes the intent and content of the paper in 150 - 250 words. | 8.5 points Abstract lacks clarity. Intent and content of the paper not well defined. Is either less than 150 words or more than 250 words. | 7.5 points Abstract is vague and does not summarize the intent or content of the paper well. Paper is either less than 150 or more than 250 words. | 6.5 points Abstract is present but, incomplete or ambiguous. Intent of the paper is obscure and confusing. | 0 points Not attempted or provided. | / 10 |
| Introduction | 15 points Provides background research into the problem; states the problem clearly; justifies the study; explains the significance of the problem to an audience of non-specialists. | 12.75 points Provides some background research into the topic; describes the problem to be solved; provides some findings and reasons for the research. | 11.25 points Provides little background research into the topic; describes the problem to be solved; provides little findings and reasons for the research. | 9.75 points Student does not identify the purpose or provide background information for the paper. The introduction is vague and unclear in its purpose. | 0 points Not attempted or provided. | / 15 |

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|------------|---|--|--|---|---|-----------------|
| Discussion | <p>35 points</p> <p>Presents precise and orderly explanation of findings in conjunction with the research despite personal opinions and ideas.</p> <p>Provides at least the minimum written content in accordance with assignment instructions.</p> | <p>29.75 points</p> <p>Addresses the problem adequately but sometimes veers from the topic or subject matter or research. Provides at least 85% of the minimum written content in accordance with assignment instructions.</p> | <p>26.25 points</p> <p>Does not address the problem statement effectively. Research does not support findings or arguments. Conclusions not clearly stated. Provides between 70% to 85% of minimum written content required.</p> | <p>22.75 points</p> <p>Work is confusing and intelligible. Paper loses focus and does not address the subject matter. Research is vague and confusing. Provides less than 70% of the minimum written content requirement.</p> | <p>0 points</p> <p>Not attempted or provided.</p> | / 35 |

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|-----------------------------|---|---|---|---|--|-----------------|
| Summary or Conclusion | 20 points Restates the reason for the paper. Clearly and precisely articulates and summarizes findings and outcomes in accordance with the research; regardless of personal views or opinions. | 17 points Does not restate the problem or reason for the paper. Presents a logical explanation for findings but missing key research points. | 15 points Attempts but does not clearly summarize the paper adequately or explain findings. | 13 points Attempts, but summary is confusing and lacks detail. Findings are unclear and lacks detail. | 0 points Not attempted or provided. | / 20 |
| Documentation & APA format. | 15 points Paper is written in proper APA format; includes at least the minimum number of references and sources; references are properly listed in the Reference section and properly cited in text. | 12.75 points Paper written mostly in proper APA format. Reference listing and citations contain errors but they don't represent a major distraction. Provides at least 60% of the references required. | 11.25 points Student experiences difficulty with APA formatting and listing and citing sources and references. Provides at least 33% to 59% of required reference. | 9.75 points Some attempt to write in APA format, however student struggles with listing and citing sources in text. Less than 33% of required references are provided. | 0 points No attempt to write in APA format; references and sources are not provided or not listed or cited. | / 15 |

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|----------------------|---|---|---|---|--|-----------------|
| Grammar and Spelling | 5 points Paper is free or almost free of grammatical errors and writing mechanics. | 4.25 points Paper contains minor errors in grammar and spelling, but does not present significant distraction from the work. | 3.75 points Paper contains several grammatical and spelling errors that begin to distract from the work. | 3.25 points Paper contains many grammatical and spelling errors distracting significantly from the work. | 0 points Paper contains so many errors in grammar and spelling that the intent of the paper cannot be understood. | / 5 |

Total / 100

Overall Score

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| Exemplary 90 points minimum | Accomplished 80 points minimum | Developing 70 points minimum | Beginning 60 points minimum | Did not attempt 0 points minimum |
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