

### QSO 500 Module Two Short Paper Guidelines and Rubric

**Overview:** For this short paper assignment, you will be critiquing the literature section of a research article. This assignment will assist you in preparing for Milestone One, due in Module Three.

**Prompt:** Read the **Introduction** and **Literature Review** sections of the article [Diversity Management: An Organisational Culture Audit to Determine Individual Differences](#), and offer a critique of the author’s literature review. Specifically, your short paper must address the following:

1. Identify the theories that ground the problem. Cite examples from the literature review.
2. Discuss any biases and limitations you identify in the literature review. Does the author present these biases and limitations?
3. Does the literature review follow the guidelines presented in Chapter 4 of your textbook? What elements from the text are present, and what elements are lacking?

#### Rubric

**Guidelines for Submission:** Your short paper must be submitted as a 2- to 3-page Microsoft Word document with double spacing, 12-point Times New Roman font, one-inch margins, and at least three sources cited in APA format.

Critical Elements	Proficient (100%)	Needs Improvement (75%)	Not Evident (0%)	Value
<b>Theories</b>	Identifies the theories that ground the problem and cites examples from literature review	Identifies the theories that ground the problem but does not cite examples from literature review	Does not identify the theories that ground the problem	30
<b>Biases and Limitations</b>	Discusses biases and limitations identified in the literature review and explains whether the author presents these	Discusses biases and limitations identified in the literature review, but does not explain whether the author presents these, or is missing key biases and/or limitations	Does not discuss biases and limitations identified in the literature review	30
<b>Guidelines</b>	Explains how literature review follows, or does not follow, guidelines presented, citing specific elements present in both guidelines and literature review	Explains how literature review follows, or does not follow, guidelines presented, but does not cite specific elements present in both guidelines and literature review	Does not explain how literature review follows, or does not follow, guidelines presented	30
<b>Articulation of Response</b>	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	Submission has critical errors related to citations, grammar, spelling, syntax, or organization	10

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		readability and articulation of main ideas	that prevent understanding of ideas	
<b>Total</b>				<b>100%</b>