Southern New Hampshire University

OL 620 Module Two Short Paper Guidelines and Rubric

Overview: For this task, you will write a reflection on a current issue in strategic human resources. To find your topic, use the University of Pennsylvania's Knoweldge@Wharton website. Type "human resources" into the site's search feature to find articles about issues that can be directly impacted by a human resources strategy (e.g., workforce training, company culture, etc.).

Prompt: Once you have read the article of your choice, write a reflective analysis in relation to an organization you work for or used to work for. Refer to the article "Becoming a Critic of Your Thinking" and use critical thinking in your response to the following three questions:

- What area of **human resource strategy** is discussed in the article you chose, and how did the strategy address a human resource issue? Provide supporting details.
- How would you **compare** the human resource strategy in the article to the human resource strategy in your organization? Provide supporting details.
- If you were the **human resource leader**, what would you have done the same, and what would you have done differently? Explain your answers with a supporting rationale based on the course and curriculum content you've learned this far.

Rubric

Guidelines for Submission: Your paper must be submitted as a 2- to 3-page Microsoft Word document (in addition to a cover page and references). Use double spacing, 12-point Times New Roman font, and one-inch margins. Along with the original article, reference at least one other source. Cite all sources in APA style.

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Human Resource Strategy	Meets "Proficient" criteria and details provided demonstrate a complex grasp of the issue	Indicates the area of HR strategy discussed and how the strategy addressed the issue, providing supportive details in the explanation	Indicates the area of HR strategy discussed and how the strategy addressed the issue, but explanation is illogical or lacks specific details	Does not indicate the area of HR strategy discussed or how the strategy addressed issue	30
Comparison	Meets "Proficient" criteria and displays keen insight in the comparison details	Compares the human resource strategy in the article to the human resource strategy in another organization and explanation contains supportive details	Compares the human resource strategy in the article to the human resource strategy in another organization, but explanation is illogical or lacks specific details	Does not compare the human resource strategy in the article to the human resource strategy in another organization	30

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Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Human Resource Leader	Meets "Proficient" criteria and explanation shows a nuanced understanding of decision circumstances based on the course and curriculum content	Explains what one would do the same or differently as an HR leader and provides a supporting rationale	Explains what one would do the same or differently as an HR leader, but response doesn't include a supporting rationale or the supporting rationale is illogical and not based on course content	Does not explain what one would do the same or differently as an HR leader	30
Articulation of Response	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	10
				Total	**100%**