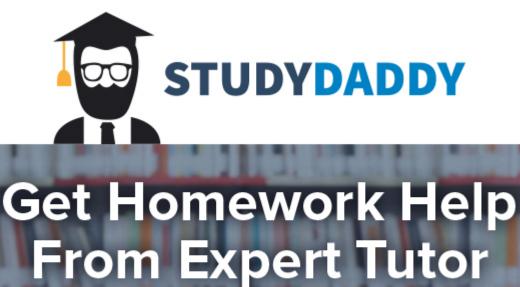# STUDYDADDY

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Grading for this assignment will be based on answer quality, logic / organization of the paper, and lang
skills, using the following rubric.

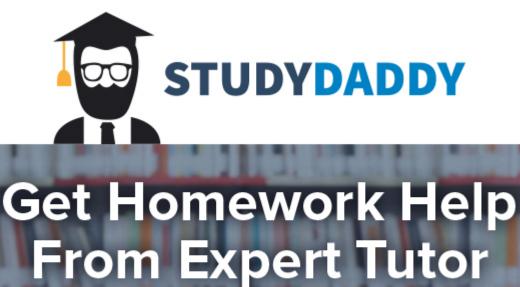| Points: 140	Assignment 2: Diagnosing Change			
Criteria	**Unacceptable** **Below 70% F**	**Fair** **70-79% C**	**Proficient** **80-89% B**	**Exempl** **90-100%**
1. Describe the company in terms of industry, size, number of employees, and history. Weight: 15%	Did not submit or incompletely described the company in terms of industry, size, number of employees, and history.	Partially described the company in terms of industry, size, number of employees, and history.	Satisfactorily described the company in terms of industry, size, number of employees, and history.	Thoroughly described th company in of industry, s number of employees, history.
2. Analyze in detail the current HR practice, policy, process, or procedure that you believe should be changed. Weight: 15%	Did not submit or incompletely analyzed in detail the current HR practice, policy, process, or procedure that you believe should be changed.	Partially analyzed in detail the current HR practice, policy, process, or procedure that you believe should be changed.	Satisfactorily analyzed in detail the current HR practice, policy, process, or procedure that you believe should be changed.	Thoroughly analyzed in the current H practice, pol process, or procedure th believe shou changed.
3. Formulate three (3) valid reasons for the proposed change based on current change management theories. Weight: 15%	Did not submit or incompletely formulated three (3) valid reasons for the proposed change based on current change management theories.	Partially formulated three (3) valid reasons for the proposed change based on current change management theories.	Satisfactorily formulated three (3) valid reasons for the proposed change based on current change management theories.	Thoroughly formulated t valid reason the propose change base current chan managemen theories.
4. Appraise the diagnostic tools that you can use to determine an organization's readiness for change. Propose two (2) diagnostic tools which you can utilize to determine if the organization is ready for change. Defend why you believe the diagnostic tools	Did not submit or incompletely appraised the diagnostic tools that you can use to determine an organization's readiness for change. Did not submit or incompletely proposed two (2) diagnostic tools which you can utilize	Partially appraised the diagnostic tools that you can use to determine an organization's readiness for change. Partially proposed two (2) diagnostic tools which you can utilize to determine if the organization is ready for change. Partially defended	Satisfactorily appraised the diagnostic tools that you can use to determine an organization's readiness for change. Satisfactorily proposed two (2) diagnostic tools which you can utilize to determine if the organization is	Thoroughly appraised th diagnostic to you can use determine ar organization readiness fo change. Tho proposed tw diagnostic to which you ca utilize to defe if the organiz ready for cha

Weight: 15%	defended why you believe the diagnostic tools selected are the best choice for diagnosing change in the organization.	in the organization.	selected are the best choice for diagnosing change in the organization.	best choice f… diagnosing c… in the organi…
5a. Using one (1) of the diagnostic tools you selected, assess the organization's readiness for change. Provide results of the diagnostic analysis. Weight: 5%	Did not submit or incompletely assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Did not submit or incompletely provided results of the diagnostic analysis.	Partially assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Partially provided results of the diagnostic analysis.	Satisfactorily assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Satisfactorily provided results of the diagnostic analysis.	Thoroughly assessed th… organization' readiness fo… change, usin… (1) of the dia… tools you sel… Thoroughly provided res… the diagnosti analysis.
5b. Using one (1) of the diagnostic tools you selected, assess the organization's readiness for change. Explain the results. Weight: 10%	Did not submit or incompletely assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Did not submit or incompletely explained the results.	Partially assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Partially explained the results.	Satisfactorily assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Satisfactorily explained the results.	Thoroughly assessed th… organization' readiness fo… change, usin… (1) of the dia… tools you sel… Thoroughly explained th… results.
6. Interpret whether or not the organization is ready for change. Substantiate your conclusion by referencing current change management theories. Weight: 15%	Did not submit or incompletely interpreted whether or not the organization is ready for change. Did not submit or incompletely substantiated your conclusion by referencing current change management theories.	Partially interpreted whether or not the organization is ready for change. Partially substantiated your conclusion by referencing current change management theories.	Satisfactorily interpreted whether or not the organization is ready for change. Satisfactorily substantiated your conclusion by referencing current change management theories.	Thoroughly interpreted w… or not the organization ready for cha… Thoroughly substantiate conclusion b… referencing c… change managemen… theories.
7. Clarity / Coherence in Presentation and writing mechanics Weight: 5%	More than 6 errors present. Information is confusing and fails to include reasons and	5-6 errors present. Information is partially clear with minimal reasons and evidence that	3-4 errors present. Information is mostly clear and generally supported with reasons and	0-2 errors pr… Information i provided in a coherent, an consistent m…

| 8. Met formatting requirements, including one (1) page summary for presentation option.

Weight: 5% | Did not submit or incompletely met formatting requirements, including one (1) page summary for presentation option. | Partially met formatting requirements, including one (1) page summary for presentation option. | Satisfactorily met formatting requirements, including one (1) page summary for presentation option. | Thoroughly met formatting requirements, including one page summary presentation |

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