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Name: **HRM560 Week 4 Assignment 2: Diagnosing Change**

Description: **HRM560 Week 4 Assignment 2: Diagnosing Change**

**Grid View**

List View

	<b>Unacceptable Below 70% F</b>	<b>Fair 70-79% C</b>	<b>Proficient 80-89% B</b>	<b>Excellent 90-100% A</b>
<b>1. Describe the company in terms of industry, size, number of employees, and history.</b>	<p>0 (0%) - 14.49 (10.35%)</p> <p>Did not submit or incompletely described the company in terms of industry, size, number of employees, and history.</p>	<p>14.7 (10.5%) - 16.59 (11.85%)</p> <p>Partially described the company in terms of industry, size, number of employees, and history.</p>	<p>16.8 (12%) - 18.69 (13.35%)</p> <p>Satisfactorily described the company in terms of industry, size, number of employees, and history.</p>	<p></p> <p>18.9 (15%)</p>
<b>2. Analyze in detail the current HR practice, policy, process, or procedure that you believe should be changed.</b>	<p>0 (0%) - 14.49 (10.35%)</p> <p>Did not submit or incompletely analyzed in detail the current HR practice, policy, process, or procedure that you believe should be changed.</p>	<p>14.7 (10.5%) - 16.59 (11.85%)</p> <p>Partially analyzed in detail the current HR practice, policy, process, or procedure that you believe should be changed.</p>	<p>16.8 (12%) - 18.69 (13.35%)</p> <p>Satisfactorily analyzed in detail the current HR practice, policy, process, or procedure that you believe should be changed.</p>	<p></p> <p>18.9 (15%)</p>
<b>3. Formulate three (3) valid reasons for the proposed change based on current</b>	<p> <b>0 (0%)</b></p> <p>-----</p> <p>0 (0%) - 14.49 (10.35%)</p> <p>Did not</p>	<p>14.7 (10.5%) - 16.59 (11.85%)</p> <p>Partially formulated three (3) valid reasons for the proposed change based on</p>	<p>16.8 (12%) - 18.69 (13.35%)</p> <p>Satisfactorily formulated three (3) valid reasons for the proposed change based</p>	<p>18.9 (15%)</p> <p>Thoroughly formulated three (3) valid reasons for the proposed change based</p>

the proposed change based on current change management theories.

**Feedback:**

No reasons given, and no change management theories mentioned.

**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 selected are the best choice for diagnosing change in the organization.**

0 (0%) - 14.49 (10.35%)

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 to determine if the organization is ready for change. Did not submit or incompletely defended why you believe the diagnostic tools selected are the best choice for diagnosing change in the organization.

14.7 (10.5%) - 16.59 (11.85%)

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 why you believe the diagnostic tools selected are the best choice for diagnosing change in the organization.

16.8 (12%) - 18.69 (13.35%)

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 ready for change. Satisfactorily defended why you believe the diagnostic tools selected are the best choice for diagnosing change in the organization.



18.9 (15%)

**2.45**

4.9 (3.5%) - 5.53 (3.95%)

5.6 (4%) - 6.23 (4.45%)

6.3 (4.7%)

5. Using one

assess the organization's readiness for change. Provide results of the diagnostic analysis.

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.

**Feedback:**  
You did not address this criterion. And no diagnostic results provided.

(1) of the diagnostic tools you selected. Partially provided results of the diagnostic analysis.

change, using one (1) of the diagnostic tools you selected. Satisfactorily provided results of the diagnostic analysis.

(1) of the diagnostic tools you selected. Thoroughly provided results of the diagnostic analysis.

5b. Using one (1) of the diagnostic tools you selected, assess the organization's readiness for change. Explain the results.

 **4.9** (3.5%)  
-----  
0 (0%) - 9.66 (6.9%)

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.

**Feedback:**  
Same as above, and no diagnostic results explained.

9.8 (7%) - 11.06 (7.9%)

Partially assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Partially explained the results.

11.2 (8%) - 12.46 (8.9%)

Satisfactorily assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Satisfactorily explained the results.

12.6 (10%)

Thoroughly assessed the organization's readiness for change, using one (1) of the diagnostic tools you selected. Thoroughly explained the results.

0 (0%) - 14.10

16.8 (12%)

18.0

is ready for change. Substantiate your conclusion by referencing current change management theories.

whether or not the organization is ready for change. Did not submit or incompletely substantiated your conclusion by referencing current change management theories.

16.59 (11.85%)

Partially interpreted whether or not the organization is ready for change. Partially substantiated your conclusion by referencing current change management theories.

the organization is ready for change. Satisfactorily substantiated your conclusion by referencing current change management theories.

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**Feedback:**

It is not clear if you were attempting to address this criterion in the paragraph about Kotter's model for managing resistance. Is it?

**7. Clarity / Coherence in Presentation and writing mechanics**

0 (0%) - 4.83 (3.45%)

More than 6 errors present. Information is confusing and fails to include reasons and evidence that logically support ideas.

4.9 (3.5%) - 5.53 (3.95%)

5-6 errors present. Information is partially clear with minimal reasons and evidence that logically support ideas.

 **6.23**  
(4.45%)


-----  
5.6 (4%) - 6.23 (4.45%)

3-4 errors present. Information is mostly clear and generally supported with reasons and evidence that logically support ideas.

6.3 (4.45%)  
0-2 errors present. Information is mostly clear and generally supported with reasons and evidence that logically support ideas.

**8. Met**

0 (0%) - 4.83 (3.45%)

 **5.53**  
(3.95%)

5.6 (4%) - 6.23 (4.45%)

6.3 (4.45%)  
Thoro

presentation option.

page summary for presentation option.

Partially met formatting requirements, including one (1) page summary for presentation option.

for presentation option.

optio

**Feedback:**  
Paper formatted without subheadings.

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**Raw Total: 96.81 (of 140.0)**

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