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Name: **HRM560 Week 8 Assignment 4: Resistance and Communication**

Description: **HRM560 Week 8 Assignment 4: Resistance and Communication**

Grid View


List View

	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B
1. Diagnose the reasons for resistance to change.	0 (0%) - 9.66 (6.9%) Did not submit or incompletely diagnosed the reasons for resistance to change.	9.8 (7%) - 11.06 (7.9%) Partially diagnosed the reasons for resistance to change.	 12.46 (8.9%) ----- 11.2 (8%) - 12.46 (8.9%) Satisfactorily diagnosed the reasons for resistance to change.
2. Interpret the potential causes of resistance in the organization. Identify and describe three (3) potential causes of resistance to your change plan. Identify and describe three (3) potential sources of resistance to your change plan.	0 (0%) - 14.49 (10.35%) Did not submit or incompletely interpreted the potential causes of resistance in the organization. Did not submit or incompletely identified and described three (3) potential causes of resistance to your change plan. Did not submit or incompletely identified and described three (3) potential sources of resistance to your change plan.	 15.75 (11.25%) ----- 14.7 (10.5%) - 16.59 (11.85%) Partially interpreted the potential causes of resistance in the organization. Partially identified and described three (3) potential causes of resistance to your change plan. Partially identified and described three (3) potential sources of resistance to your change	16.8 (12%) - 18.69 (13.35%) Satisfactorily interpreted the potential causes of resistance in the organization. Satisfactorily identified and described three (3) potential causes of resistance to your change plan. Satisfactorily identified and described three (3) potential sources of resistance to your change plan.

3. Create a plan for minimizing possible resistance to your change management plan.

0 (0%) - 14.49 (10.35%)
 Did not submit or incompletely created a plan for minimizing possible resistance to your change management plan.

14.7 (10.5%) - 16.59 (11.85%)
 Partially created a plan for minimizing possible resistance to your change management plan.


 **17.85**
 (12.75%)

 16.8 (12%) - 18.69 (13.35%)

Satisfactorily created a plan for minimizing possible resistance to your change management plan.

4. Elaborate on the relationship between resistance to change and communication.

0 (0%) - 9.66 (6.9%)
 Did not submit or incompletely elaborated on the relationship between resistance to change and communication.

 **11.06** (7.9%)

 9.8 (7%) - 11.06 (7.9%)


Partially elaborated on the relationship between resistance to change and communication.

Feedback:
 You did not address this criterion as instructed.
 ~~~~~All you had to say is that resistance to change and communication~~~~~ are closely related, but not positively. When communication increases, resistance decreases, and vice versa.

11.2 (8%) - 12.46 (8.9%)

Satisfactorily elaborated on the relationship between resistance to change and communication.

**5. Evaluate three (3) communication**

 **4.9** (3.5%)

-----  
 0 (0%) - 9.66 (6.9%)

9.8 (7%) - 11.06 (7.9%)

Partially evaluated three (3)

11.2 (8%) - 12.46 (8.9%)

Satisfactorily evaluated three (3)

communication strategies.

**Feedback:**

Did you study chapter 10 in your textbook? Please see communication strategies described on pages 281-282 in your textbook.

**6. Recommend one (1) communication strategy that would be applicable to your organization. Diagnose why this communication strategy is best for your organization.**



**7.35**

(5.25%)

0 (0%) - 14.49 (10.35%)

Did not submit or incompletely recommended one (1) communication strategy that would be applicable to your organization. Did not submit or incompletely diagnosed why this communication strategy is best for your organization.

**Feedback:**

See comment above.

14.7 (10.5%) - 16.59 (11.85%)

Partially recommended one (1) communication strategy that would be applicable to your organization. Partially diagnosed why this communication strategy is best for your organization.

16.8 (12%) - 18.69 (13.35%)

Satisfactorily recommended one (1) communication strategy that would be applicable to your organization. Satisfactorily diagnosed why this communication strategy is best for your organization.

**7. Create a solid communication plan for your change initiative.**

0 (0%) - 9.66 (6.9%)

Did not submit or incompletely created a solid communication plan for your change initiative.

9.8 (7%) - 11.06 (7.9%)



Partially created a solid communication plan for your change initiative.



**11.9** (8.5%)

11.2 (8%) - 12.46 (8.9%)

Satisfactorily created a solid communication plan for your change initiative.

|                                                                                                 |                                                                                                                                                                  |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                 | provided.                                                                                                                                                        | required number of references; some or all references poor quality choices.                                                                                | required references, all references high quality choices.                                                                                                                                                                                                                                         |
| <b>9. Clarity / Coherence in Presentation and writing mechanics</b>                             | <p>0 (0%) - 4.83 (3.45%)</p> <p>More than 6 errors present. Information is confusing and fails to include reasons and evidence that logically support ideas.</p> | <p>4.9 (3.5%) - 5.53 (3.95%)</p> <p>5-6 errors present. Information is partially clear with minimal reasons and evidence that logically support ideas.</p> | <p> <b>5.95</b> (4.25%)</p> <p>-----</p> <p>5.6 (4%) - 6.23 (4.45%)</p> <p>3-4 errors present. Information is mostly clear and generally supported with reasons and evidence that logically support ideas.</p> |
| <b>10. Met formatting requirements, including one (1) page summary for presentation option.</b> | <p>0 (0%) - 4.83 (3.45%)</p> <p>Did not submit or incompletely met formatting requirements, including one (1) page summary for presentation option.</p>          | <p>4.9 (3.5%) - 5.53 (3.95%)</p> <p>Partially met formatting requirements, including one (1) page summary for presentation option.</p>                     | <p> <b>6.23</b> (4.45%)</p> <p>-----</p> <p>5.6 (4%) - 6.23 (4.45%)</p> <p>Satisfactorily met formatting requirements, including one (1) page summary for presentation option.</p>                           |

**Raw Total: 100.45 (of 140.0)**

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