

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

Points: 280		Assignment 1: Staffing Plan for a Growing Business			
Criteria	Û Unacceptable Below 60% F	Meets Minimum Expectations 60-69% D	Û Fair 70-79% C	Û Proficient 80-89% B	Û Exemplary 90-100% A
1. Identify two (2) types of staffing models that could apply to your chosen scenario and determine which model would be best suited for efficiency, productivity, and possible future growth. Examine the significant effect of each identified staffing model on processes that may be occurring within the organization (e.g., outsourcing, contingent workers, consulting firms, etc.). Weight: 20%	Did not submit or incompletely identified two (2) types of staffing models that could apply to your chosen scenario and determine which model would be best suited for efficiency, productivity, and possible future growth. Did not submit or incompletely examined the significant effect of each identified staffing model on processes that may be occurring within the organization (e.g., outsourcing, contingent workers, consulting firms, etc.).	Insufficiently identified two (2) types of staffing models that could apply to your chosen scenario and determine which model would be best suited for efficiency, productivity, and possible future growth. Insufficiently examined the significant effect of each identified staffing model on processes that may be occurring within the organization (e.g., outsourcing, contingent workers, consulting firms, etc.).	Partially identified two (2) types of staffing models that could apply to your chosen scenario and determine which model would be best suited for efficiency, productivity, and possible future growth. Partially examined the significant effect of each identified staffing model on processes that may be occurring within the organization (e.g., outsourcing, contingent workers, consulting firms, etc.).	Satisfactorily identified two (2) types of staffing models that could apply to your chosen scenario and determine which model would be best suited for efficiency, productivity, and possible future growth. Satisfactorily examined the significant effect of each identified staffing model on processes that may be occurring within the organization (e.g., outsourcing, contingent workers, consulting firms, etc.).	Thoroughly identified two (2) types of staffing models that could apply to your chosen scenario and determine which model would be best suited for efficiency, productivity, and possible future growth. Thoroughly examined the significant effect of each identified staffing model on processes that may be occurring within the organization (e.g., outsourcing, contingent workers, consulting firms, etc.).

<p>2. Predict the major potential legal issues that you may encounter when establishing equal employment opportunities and diversity within the workplace while still aiming to acquire employees with the needed certifications and credentials. Next, explain the method of achieving transparency within your staffing model. Justify your response. Weight: 15%</p>	<p>Did not submit or incompletely predicted the major potential legal issues that you may encounter when establishing equal employment opportunities and diversity within the workplace while still aiming to acquire employees with the needed certifications and credentials. Did not submit or incompletely explained the method of achieving transparency within your staffing model. Did not submit or incompletely justified your response.</p>	<p>Insufficiently predicted the major potential legal issues that you may encounter when establishing equal employment opportunities and diversity within the workplace while still aiming to acquire employees with the needed certifications and credentials. Insufficiently explained the method of achieving transparency within your staffing model. Insufficiently justified your response.</p>	<p>Partially predicted the major potential legal issues that you may encounter when establishing equal employment opportunities and diversity within the workplace while still aiming to acquire employees with the needed certifications and credentials. Partially explained the method of achieving transparency within your staffing model. Partially justified your response.</p>	<p>Satisfactorily predicted the major potential legal issues that you may encounter when establishing equal employment opportunities and diversity within the workplace while still aiming to acquire employees with the needed certifications and credentials. Satisfactorily explained the method of achieving transparency within your staffing model. Satisfactorily justified your response.</p>	<p>Thoroughly predicted the major potential legal issues that you may encounter when establishing equal employment opportunities and diversity within the workplace while still aiming to acquire employees with the needed certifications and credentials. Thoroughly explained the method of achieving transparency within your staffing model. Thoroughly justified your response.</p>
<p>3. Specify three (3) tasks that you need to perform to identify, analyze, and develop job requirements and task statements that you will include in formalized job descriptions. Next, predict the frequency with</p>	<p>Did not submit or incompletely specified three (3) tasks that you need to perform to identify, analyze, and develop job requirements and task statements that</p>	<p>Insufficiently specified three (3) tasks that you need to perform to identify, analyze, and develop job requirements and task statements that</p>	<p>Partially specified three (3) tasks that you need to perform to identify, analyze, and develop job requirements and task statements that</p>	<p>Satisfactorily specified three (3) tasks that you need to perform to identify, analyze, and develop job requirements and task statements that</p>	<p>Thoroughly specified three (3) tasks that you need to perform to identify, analyze, and develop job requirements and task statements that</p>

which you would need to review and adjust these job descriptions as your company progresses. Provide a rationale for your response. Weight: 25%	you will include in formalized job descriptions. Did not submit or incompletely predicted the frequency with which you would need to review and adjust these job descriptions as your company progresses. Did not submit or incompletely provided a rationale for your response.	include in formalized job descriptions. Insufficiently predicted the frequency with which you would need to review and adjust these job descriptions as your company progresses. Insufficiently provided a rationale for your response.	include in formalized job descriptions. Partially predicted the frequency with which you would need to review and adjust these job descriptions as your company progresses. Partially provided a rationale for your response.	include in formalized job descriptions. Satisfactorily predicted the frequency with which you would need to review and adjust these job descriptions as your company progresses. Satisfactorily provided a rationale for your response.	include in formalized job descriptions. Thoroughly predicted the frequency with which you would need to review and adjust these job descriptions as your company progresses. Thoroughly provided a rationale for your response.
4. Describe three (3) methods to deal with high employee turnover and the availability of employees with required knowledge, skills, or abilities. Next, describe the primary manner in which the described succession-planning methods would be beneficial to your company. Justify your response. Weight: 25%	Did not submit or incompletely described three (3) methods to deal with high employee turnover and the availability of employees with required knowledge, skills, or abilities. Did not submit or incompletely described the primary manner in which the described succession-planning methods would be beneficial to your company. Did not submit or incompletely justified your response.	Insufficiently described three (3) methods to deal with high employee turnover and the availability of employees with required knowledge, skills, or abilities. Insufficiently described the primary manner in which the described succession-planning methods would be beneficial to your company. Insufficiently justified your response.	Partially described three (3) methods to deal with high employee turnover and the availability of employees with required knowledge, skills, or abilities. Partially described the primary manner in which the described succession-planning methods would be beneficial to your company. Partially justified your response.	Satisfactorily described three (3) methods to deal with high employee turnover and the availability of employees with required knowledge, skills, or abilities. Satisfactorily described the primary manner in which the described succession-planning methods would be beneficial to your company. Satisfactorily	Thoroughly described three (3) methods to deal with high employee turnover and the availability of employees with required knowledge, skills, or abilities. Thoroughly described the primary manner in which the described succession-planning methods would be beneficial to your company. Thoroughly justified your response.

				justified your response.	
5. 3 references Weight: 5%	No references provided	Does not meet the required number of references, all references poor quality choices.	Does not meet the required number of references, some references poor quality choices.	Meets number of required references, all references high quality choices.	Exceeds number of required references, all references high quality choices.
6. Clarity, writing mechanics, and formatting requirements Weight: 10%	More than 8 errors present	7-8 errors present	5-6 errors present	3-4 errors present	0-2 errors present