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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: 100	Assignment 1: Alignment of HRM and Business Strategies			
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
1. Propose how you would ensure the HR strategy is in alignment with the business strategy. Weight: 20%	Did not submit or incompletely proposed how you would ensure the HR strategy is in alignment with the business strategy.	Partially proposed how you would ensure the HR strategy is in alignment with the business strategy.	Satisfactorily proposed how you would ensure the HR strategy is in alignment with the business strategy.	Thoroughly proposed how you would ensure the HR strategy is in alignment with the business strategy.
2. Describe the HR job positions and the responsibilities listed for that HR department. Weight: 10%	Did not submit or incompletely described the HR job position and the responsibilities listed for that HR department.	Partially described the HR job position and the responsibilities listed for that HR department.	Satisfactorily described the HR job position and the responsibilities listed for that HR department.	Thoroughly described the HR job position and the responsibilities listed for that HR department.
3. Determine which HR job positions you would prefer and explain why. Weight: 15%	Did not submit or incompletely determined which HR job positions you would prefer and did not submit or incompletely explained why.	Partially determined which HR job positions you would prefer and partially explained why.	Satisfactorily determined which HR job positions you would prefer and satisfactorily explained why.	Thoroughly determined which HR job positions you would prefer and thoroughly explained why.
4. Analyze how the selected company can establish HRM strategies to improve competitive advantages. Weight: 20%	Did not submit or incompletely analyzed how the selected company can establish HRM strategies to improve competitive advantages.	Partially analyzed how the selected company can establish HRM strategies to improve competitive advantages.	Satisfactorily analyzed how the selected company can establish HRM strategies to improve competitive advantages.	Thoroughly analyzed how the selected company can establish HRM strategies to improve competitive advantages.
5. Propose three (3) ways that the company can increase diversity. Weight: 20%	Did not submit or incompletely proposed three (3) ways that the company can increase diversity.	Partially proposed three (3) ways that the company can increase diversity.	Satisfactorily proposed three (3) ways that the company can increase diversity.	Thoroughly proposed three (3) ways that the company can increase diversity.
6. 3 references Weight: 5%	No references provided	Does not meet the required number of references; some or all references poor quality choices.	Meets number of required references; all references high quality choices.	Exceeds number of required references; all references high quality choices.
7. Clarity, writing mechanics, and formatting requirements Weight: 10%	More than 6 errors present	5-6 errors present	3-4 errors present	0-2 errors present



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