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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: 200		Assignment 4: Employment Law Case Brief		
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
1. Summarize the issue of the case, and then explain the employment law that was violated. Weight: 15%	Did not submit or incompletely summarized the issue of the case, and then explain the employment law that was violated.	Partially summarized the issue of the case, and then explain the employment law that was violated.	Satisfactorily summarized the issue of the case, and then explain the employment law that was violated.	Thoroughly summarized the issue of the case, and then explain the employment law that was violated.
2. Evaluate the type of impact the violation had on the organization then determine two (2) ways the organization could mitigate the issue. Justify your response. Weight: 20%	Did not submit or incompletely evaluated the type of impact the violation had on the organization then did not submit or incompletely determined two (2) ways the organization could mitigate the issue. Did not submit or incompletely justified your response.	Partially evaluated the type of impact the violation had on the organization then partially determined two (2) ways the organization could mitigate the issue. Partially justified your response.	Satisfactorily evaluated the type of impact the violation had on the organization then satisfactorily determined two (2) ways the organization could mitigate the issue. Satisfactorily justified your response.	Thoroughly evaluated the type of impact the violation had on the organization then thoroughly determined two (2) ways the organization could mitigate the issue. Thoroughly justified your response.
3. Based on your research, determine if a policy was or was not in place during the violation. Then, recommend a communication for all employees to enhance the knowledge of the policy. Support your response. Weight: 20%	Did not submit or incompletely determined if a policy was or was not in place during the violation, based on your research. Then, did not submit or incompletely recommended a communication for all employees to enhance the knowledge of the policy. Did not submit or incompletely supported your response.	Partially determined if a policy was or was not in place during the violation, based on your research. Then, partially recommended a communication for all employees to enhance the knowledge of the policy. Partially supported your response.	Satisfactorily determined if a policy was or was not in place during the violation, based on your research. Then, satisfactorily recommended a communication for all employees to enhance the knowledge of the policy. Satisfactorily supported your response.	Thoroughly determined if a policy was or was not in place during the violation, based on your research. Then, thoroughly recommended a communication for all employees to enhance the knowledge of the policy. Thoroughly supported your response.
4. As a HR Manager, explore an organization you worked for or familiar with, then suggest three (3) ways you could make the organization violation free from employment law issues. Justify your response. Weight: 20%	Did not submit or incompletely explored an organization you worked for or familiar with as an HR manager, then did not submit or incompletely suggested three (3) ways you could make the organization violation free from employment law issues. Did not submit or incompletely justified your response.	Partially explored an organization you worked for or familiar with as an HR manager, then partially suggested three (3) ways you could make the organization violation free from employment law issues. Partially justified your response.	Satisfactorily explored an organization you worked for or familiar with as an HR manager, then satisfactorily suggested three (3) ways you could make the organization violation free from employment law issues. Satisfactorily justified your response.	Thoroughly explored an organization you worked for or familiar with as an HR manager, then thoroughly suggested three (3) ways you could make the organization violation free from employment law issues. Thoroughly justified your response.
5. 3 references	No references provided.	Does not meet the	Meets number of required	Exceeds number of

Weight: 5%		required number of references; some or all references poor quality choices.	references; all references high quality choices.	required references; all references high quality choices.
6. Writing Mechanics, Grammar, and Formatting Weight: 5%	Serious and persistent errors in grammar, spelling, punctuation, or formatting.	Partially free of errors in grammar, spelling, punctuation, or formatting.	Mostly free of errors in grammar, spelling, punctuation, or formatting.	Error free or almost error free grammar, spelling, punctuation, or formatting.
7. Appropriate use of APA in-text citations and reference Weight: 5%	Lack of in-text citations and / or lack of reference section.	In-text citations and references are provided, but they are only partially formatted correctly in APA style.	Most in-text citations and references are provided, and they are generally formatted correctly in APA style.	In-text citations and references are error free or almost error free and consistently formatted correctly in APA style.
8. Information Literacy / Integration of Sources Weight: 5%	Serious errors in the integration of sources, such as intentional or accidental plagiarism, or failure to use in-text citations.	Sources are partially integrated using effective techniques of quoting, paraphrasing, and summarizing. 	Sources are mostly integrated using effective techniques of quoting, paraphrasing, and summarizing.	Sources are consistently integrated using effective techniques of quoting, paraphrasing, and summarizing.
9. Clarity and Coherence of Writing Weight: 5%	Information is confusing to the reader and fails to include reasons and evidence that logically support ideas.	Information is partially clear with minimal reasons and evidence that logically support ideas.	Information is mostly clear and generally supported with reasons and evidence that logically support ideas. 	Information is provided in a clear, coherent, and consistent manner with reasons and evidence that logically support ideas.



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