Human Resource Management and Talent Development Scoring Guide

Due Date: End of Unit 4.
Percentage of Course Grade: 10%.

CRITERIA	NON-PERFORMANCE	BASIC	PROFICIENT	DISTINGUISHED
Analyze evidence-based best practices for human resource management used in creating an employee-centered organization, as it relates to the organizationÃ¢â¬â„¢s vision, mission, culture, and strategy. 14%	Does not identify evidence-based best practices for human resource management used in creating an employee-centered organization, as it relates to the organizationÃ¢â¬â„¢s vision, mission, culture, and strategy.	Identifies, but does not analyze, evidence-based best practices for human resource management used in creating an employee-centered organization, as it relates to the organizationÃ¢â¬â„¢s vision, mission, culture, and strategy.	Analyzes evidence-based best practices for human resource management used in creating an employee-centered organization, as it relates to the organizationÃ¢â¬â„¢s vision, mission, culture, and strategy.	Analyzes evidence-based best practices for human resource management used in creating an employee-centered organization, as it relates to the organizationÃ¢â¬â„¢s vision, mission, culture, and strategy. Provides recommendations for future improvements.
Analyze best practices and expectations for accountability in human resource management and talent development in health care organizations. 14%	Does not identify best practices and expectations for accountability in human resource management and talent development in health care organizations.	Identifies, but does not analyze, best practices and expectations for accountability in human resource management and talent development in health care organizations.	Analyzes best practices and expectations for accountability in human resource management and talent development in health care organizations.	Analyzes best practices and expectations for accountability in human resource management and talent development in health care organizations. Discusses at least one specific example from the literature in detail.
Explain how enforcing accountability can help an organization achieve established goals and challenge status quo.	Does not explain how enforcing accountability can help an organization achieve established goals and challenge the status quo.	Explains how enforcing accountability can help an organization achieve established goals and challenge the status quo, but the explanation	Explains how enforcing accountability can help an organization achieve established goals and challenge the status quo.	Explains how enforcing accountability can help an organization achieve established goals and challenge the status quo and provides examples.

CRITERIA 14%	NON-PERFORMANCE	BASIC is incomplete or inaccurate.	PROFICIENT	DISTINGUISHED
Propose leadership strategies to achieve organizational human resources goals and challenge the status quo. 14%	Does not propose leadership strategies to achieve organizational human resources goals and challenge the status quo.	Identifies leadership strategies to achieve organizational human resources goals and challenge the status quo, but the strategies are inappropriate or ineffective.	Proposes leadership strategies to achieve organizational human resources goals and challenge the status quo.	Proposes leadership strategies to achieve organizational human resources goals and challenge the status quo. Discusses at least one specific example from the literature in detail.
Propose interventions to promote collaboration and goal attainment. 14%	Does not propose interventions to promote collaboration and goal attainment.	Identifies basic interventions to promote collaboration and goal attainment, but provides insufficient detail.	Proposes interventions to promote collaboration and goal attainment.	Proposes interventions to promote collaboration and goal attainment and offers specific strategies to further the organizational mission.
Describe how the use of professionalism in one's skills and abilities as a leader impact effective talent development and employee retention. 15%	Does not describe how the use of professionalism in one's skills and abilities as a leader impact effective talent development and employee retention.	Describes how the use of professionalism in one's skills and abilities as a leader impact effective talent development and employee retention, but the description is incomplete or inaccurate.	Describes how the use of professionalism in one's skills and abilities as a leader impact effective talent development and employee retention.	Synthesizes how the use of professionalism in oneÃ¢â¬â„¢s skills and abilities as a leader impacts effective talent development and employee retention.
Demonstrate effective communication through writing and proper use of APA style with no significant errors, and support analysis and	Does not demonstrate effective communication through writing and proper use of APA style, and does not support analysis and recommendations with	Demonstrates effective communication through writing and proper use of APA style with some errors or lapses, or supports analysis and recommendations with	Demonstrates effective communication through writing and proper use of APA style with no significant errors, and supports analysis and recommendations with	Demonstrates effective communication through writing and proper use of APA style with no errors or omissions, and integrates appropriate current literature with

CRITERIA	NON-PERFORMANCE	BASIC	PROFICIENT	DISTINGUISHED
recommendations with appropriate current literature. 15%	current literature.	inappropriate literature.	appropriate current literature.	analysis and recommendations.