Southern New Hampshire University

OL-667 Case Study Analysis Rubric

You will be presented with four case studies during this 10-week course. These activities will allow you to apply the principles and concepts from your readings to workplace practice situations. These case studies will also require that you research information systems technology, understand how to conduct a needs assessment of the organization, select an appropriate HR information system (HRIS), and outline how to integrate the system effectively. Additionally, a large focus of the course is on the analysis, use, and protection of data in an HRIS.

The goal of the four case studies is to provide the necessary skills for students to effectively research, integrate, and leverage various HR information systems for a variety of purposes in and beyond the course. Please review the evaluation criteria in the rubric that highlights grading information below.

Guidelines for Submission: Case study analysis assignments must follow these formatting guidelines: double spacing, 12-point Times New Roman font, one-inch margins, and discipline-appropriate citations (APA format). Page length requirements: 2–4 pages.

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Case Study Synopsis	Meets "Proficient" criteria and provides inferences to similar workplace scenarios	Describes key components of the case study in a concise summary	Describes some key components of the case study with gaps of missing information	Does not include key components of the case study OR summary is lengthy or incoherent	25
Case Analysis	Meets "Proficient" criteria and provides examples	Analyzes case study questions with details and explanations applying both technical and communicative proficiency	Analyzes case study questions with minor gaps in details and explanations; has difficulty in applying both technical and communicative proficiency	Does not provide in-depth analysis for the required case study questions	30
Conclusions	Meets "Proficient" criteria and appraises compared to current workplace scenarios	Draws conclusions that are justified with evidence	Draws logical conclusions, but does not defend with evidence	Does not draw logical conclusions	25
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy-to-read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	20
				Total	**100%**