ORU MASTER OUTCOME RUBRIC

Academic Department: *Business*

Program Name: (Major, Major/Concentration) *HRMD-OL*

Program Outcome Number: *1*

Program Outcome Description: *Identify appropriate business behaviors for Christian business practitioners. [Christian Worldview; Professionalism]*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
HRMD-OL-1-A-Christian Values	**Christian Values**	Uses appropriate content to illustrate mastery in understanding of Christian values	Uses appropriate content to illustrate a solid understanding of Christian values	Uses appropriate content to illustrate an adequate understanding of Christian values	Uses appropriate content to illustrate a superficial awareness of Christian values	No understanding of Christian values
HRMD-OL-1-B-Biblical Support	**Biblical Support**	Demonstrates skillful use of Biblical references to support value conclusions	Demonstrates consistent use of Biblical references to support value conclusions	Demonstrates some use of Biblical references to support value conclusions	Demonstrates minimal use of Biblical references to support value conclusions	No Biblical references evident

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Academic Department: *Business*

Program Name: (Major, Major/Concentration) *HRMD-OL*

Program Outcome Number: *2*

Program Outcome Description: *Demonstrates effective core business knowledge and application as evidenced by score on Peregrine Business Administration Comprehensive Exam.*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
BUS-OL-2-A-Overall Score on the Peregrine Exam	**Overall Score on the Peregrine Exam**	Scored a minimum of 80th percentile (or 80%)	Scored between 60th and 79th percentile (or between 60% and 79%)	Scored between 40th and 59th percentile (or between 40% and 59%)	Scored between 20th and 39th percentile (or between 20% and 39%)	Scored below 20th percentile (or below 20%)

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Academic Department: Business

Program Name: (Major, Major/Concentration) HRMD-OL

Program Outcome Number: 3

Program Outcome Description: Demonstrates effective oral communication skills in the context of business through formal or informal oral presentations and/or other business-related projects requiring oral communication. [Oral Communication]

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
HRMD-OL-3-A-Organization	**Organization**	Organizational pattern (sequenced material with transitions) is clearly and consistently observable and is skillful in making the content of the presentation cohesive.	Organizational pattern (sequenced material with transitions) is clearly and consistently observable within the presentation.	Organizational pattern (sequenced material with transitions) is intermittently observable within the presentation.	Organizational pattern (sequenced material with transitions) is rarely observable within the presentation.	Assignment not completed
HRMD-OL-3-B-Language	**Language**	Language was always articulated due to volume and rate; language choices were always professional.	Language was often articulated due to volume and rate; language choices were often professional.	Language was seldom articulated due to volume and rate; language choices were seldom professional.	Language was not articulated due to volume and rate; language choices were unprofessional.	Assignment not completed
HRMD-OL-3-C-Delivery	**Delivery**	Delivery techniques (posture, gestures, eye contact) make the speaker appear polished and confident and delivery enhances the presentation.	Delivery techniques (posture, gestures, eye contact) make the speaker appear comfortable.	Delivery techniques (posture, gestures, eye contact) make the speaker appear tentative.	Delivery techniques (posture, gestures, eye contact) make the speaker appear uncomfortable and detract from the presentation.	Assignment not completed

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Academic Department: Business

Program Name: (Major, Major/Concentration) HRMD-OL

Program Outcome Number: 4

Program Outcome Description: *Demonstrates effective written communication skills in the context of business through formal or informal written reports, papers, or other written business-related projects. [Written Communication]*

Outcome Criteria	Criterion Description/Name	Level 4 Description	Level 3 Description	Level 2 Description	Level 1 Description	Level 0 Description
HRMD-OL-4-A-Grammar and Spelling	**Grammar and Spelling**	Correct grammar and spelling are flawless. The paper is of publishable quality.	Correct grammar and spelling are frequently evident with a few minor punctuation or spelling errors.	Correct grammar and spelling are evident at times with several mistakes in punctuation or spelling.	Correct grammar and spelling are rarely evident with continual mistakes in punctuation and spelling.	No attempt was made to use accurate grammar and spelling.
HRMD-OL-4-B-Organization	**Organization**	Organizational pattern (sequenced material with transitions) is clearly and consistently observable and is skillful in making the content cohesive.	Organizational pattern (sequenced material with transitions) is clearly and consistently observable.	Organizational pattern (sequenced material with transitions) is intermittently observable.	Organizational pattern (sequenced material with transitions) is disjointed and rarely observable.	No attempt was made to sequence material with transitions.
HRMD-OL-4-C-Content	**Content**	Uses appropriate content to illustrate mastery of the subject matter	Uses appropriate content to illustrate a solid understanding of the subject matter	Uses appropriate content to illustrate an adequate understanding of the subject matter	Uses appropriate content to illustrate a superficial awareness of the subject matter	No understanding of the content or subject matter
HRMD-OL-4-D-Vocabulary	**Vocabulary**	Language was always professional, objective, and written in 3rd person	Language was often professional, objective, and written in 3rd person	Language was seldom professional, objective, or not written in 3rd person	Language was unprofessional (using slang terms and exaggerations) with informal opinionated statements and constant use of first person.	Language was unintelligible.
HRMD-OL-4-E-Sources and Evidence	**Sources and Evidence**	Demonstrates skillful use of high-quality, credible, sources to develop ideas	Demonstrates consistent use of credible sources	Demonstrates some use of credible sources	Demonstrates minimal use of credible sources	No sources evident
HRMD-OL-4-F-APA Format	**APA Format**	APA format is correctly used in both in-text citations and reference page.	Maximum of 3 errors noted in APA formatting	Maximum of 5 errors noted in APA formatting	6 or more errors are noted in APA formatting.	APA format was not attempted.

ORU MASTER OUTCOME RUBRIC

Academic Department: *Online*

Program Name: (Major, Major/Concentration) *HRMD-OL*

Program Outcome Number: *5*

Program Outcome Description: *Utilize and integrate human resource management functions involved in the modern workplace to create a cohesive hiring plan*

Outcome Criteria	Criterion Description/Name	Level 4 Description Excellent	Level 3 Description Good	Level 2 Description Fair	Level 1 Description Poor	Level 0 Description Not Attempted
HRMD-OL-5-A-Content Knowledge	**Content Knowledge**	Demonstrates proficiency in breath of content from assigned readings and from relevant outside resources	Demonstrates sufficiency in content from assigned readings and with some resources	Demonstrates insufficiency in content from assigned sources with little to no outside resources	Demonstrates deficiency in focusing on assigned content. Draws upon no outside materials.	Not attempted
HRMD-OL-5-B-Argument and Analysis	**Argument and Analysis**	Demonstrates proficiency in critical reasoning tying topic, content and application. Shows proficient argument and analysis.	Demonstrates sufficiency in critical reasoning making some connection between topic, content and application. Shows sufficient argument and analysis.	Demonstrates insufficiency in critical reasoning making little to no connection between topic, content and application. Shows insufficient argument and analysis.	Demonstrates deficiency in crtical reasoning making no connection between topic, content and application. Argument and analysis is deficient.	Not attempted
HRMD-OL-5-C-Writing and Structure	**Writing and Structure**	Demonstrates proficiency by no grammatical or writing errors with clear introduction, flow and appropriate structure. Displays major self-understanding. The document/presentation uses relevant examples, clear steps and recommendations that an expllicit audience can use to improve their lives and impact society.	Demonstrates sufficiency by not more than 1 grammatical or writing error a page with some purpose or premise; with some structure. Displays good self-understanding. The work acknowledges its audience's ontext and provides general recommendations.	Demonstrates insufficiency by more than 2 grammatical or writing errors a page, with vague purpose or premise; with weak structure. Some self-understanding. The work is implicit about its intended audience and suggests some action.	Demonstrates deficiency by more than 3 grammatical or writing errors a page, with no purpose or premise; with no structure. Lacks self-understanding. Does not acknowledge its audience; nor contain actionable steps.	Not attempted