

# OL 325 Milestone One Rubric

Activity: 3-1 Final Project Milestone One: Internal Consistency

Course: OL-325-J3507 Total Rewards 22EW3

Name: Tim Weaver

Critical Elements	Proficient	Needs Improvement	Not Evident	Criterion Score
Internal Consistency: Job Descriptions	25 points Provides complete job descriptions tailored to the company	17.5 points Provides job descriptions that are incomplete or are not tailored to the company ✓	0 points Does not provide job descriptions required	17.5 / 25

## Criterion Feedback

Key responsibilities of benefits managers should include responsibilities involving benefits. Awareness of diversity, emotions, and feelings is important for ALL managers.

An important part of a writing job description is to ensure it matches what the position will actually be doing. Additionally, "A diploma in HR will be fine" is not sufficient for a job description.

In regards to the Production worker job description, you should NOT reference another job in the job description. You will need to indicate specifically what this position will be doing.

Critical Elements	Proficient	Needs Improvement	Not Evident	Criterion Score
Internal Consistency: Job Evaluation	35 points Provides complete job evaluations for all identified job descriptions and explains rationale for assigning specific weights and degrees to the jobs	24.5 points Provides incomplete job evaluations for all or some of the identified job descriptions or does not explain rationale for assigning specific weights and degrees to the jobs ✓	0 points Does not provide complete job evaluations for identified job descriptions and does not provide rationale for specific weights and degrees to jobs	24.5 / 35


**Criterion Feedback**

Thank you for providing a rationale but this is quite vague. What do the various degrees (i.e. 1, 2, 3, 4, 5) mean and why did you assign that degree to each position? Be sure to update this for your final project.

Internal Consistency: Job Families	20 points Provides logical job families for all job roles and explains rationale for why jobs were assigned to the job families	14 points Provides illogical job families for some of the job roles or does not explain rationale for why jobs were assigned to the job families ✓	0 points Does not provide job families and does not provide rationale	14 / 20
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**Criterion Feedback**

Thank you for providing job families but I did not see the jobs within the case study. The instructions were to place the positions from the case study into job families. Be sure to place the positions within the case study in job families for your final project.

Critical Elements	Proficient	Needs Improvement	Not Evident	Criterion Score
Articulation of Response	20 points  Submission has no major errors related to grammar, spelling, syntax, organization, or citations  	14 points  Submission has major errors related to grammar, spelling, syntax, organization, or citations that negatively impact readability and articulation of main ideas	0 points  Submission has critical errors related to grammar, spelling, syntax, organization, or citations that prevent understanding of ideas	20 / 20

Total	76 / 100
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## Overall Score

**Proficient** ✓  
 71 points minimum  
 Instructors should not modify this row (it will automate from the scores above). This score represents the average evaluation across all rubric criteria.

**Needs Improvement**  
 1 point minimum  
 Instructors should not modify this row (it will automate from the scores above). This score represents the average evaluation across all rubric criteria.

**Not Evident**  
 0 points minimum  
 Instructors should not modify this row (it will automate from the scores above). This score represents the average evaluation across all rubric criteria.