

Rubric to assess the portfolio of evidence

Name:
Module:
Date:

Rate the learners' mastery of the sixteen competencies and compliance with four presentation and technical aspects on a 6-point Likert scale.

Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
0	1	2	3	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
1. The learner understand the importance of emotional intelligence and can apply their theoretical knowledge	0	1	2	3	4	5
2. The learner is competent in dealing with difficult people in the workplace (Mavericks)	0	1	2	3	4	5
3 The learner understand how the concept of personality affects behaviour in the workplace	0	1	2	3	4	5
4. The learner understand how motivation affects behaviour and how it may change over time	0	1	2	3	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
5. The learner demonstrated a clear understanding and can apply career development theories	0	1	2	3	4	5
6. The learner can compile a job description and job specification based on a job analysis	0	1	2	3	4	5
7. The learner has demonstrated the ability to develop behaviorally type of questions for a job interview	0	1	2	3	4	5
8. The learner has demonstrated he or she can compile a performance agreement	0	1	2	3	4	5
9. The learner knows how to develop a performance assessment template	0	1	2	3	4	5
10. The learner has a clear understanding of how job design impact motivation based on the Job Characteristics Model of Hackman and Oldham	0	1	2	3	4	5
11. The learner has a good understanding of how core self-evaluation impact emotions	0	1	2	3	4	5
12. The learner understand the meaning of work, how to deal with work/family conflict as well as maintaining a work/life balance	0	1	2	3	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
13. The learner have demonstrated a good understanding and insight of the construct work engagement	0	1	2	3	4	5
14. The learner showed that he or she understands the importance of organisational culture and how to evaluate the type of organisational culture	0	1	2	3	4	5
15. The learner understand the importance of teamwork and how to become a better team player by learning the critical skills for teamwork	0	1	2	3	4	5
16. Overall, the learner demonstrated that he or she had mastered the various theories' and constructs dealt with in Strategic Talent Management and can apply his or her knowledge in practice.	0	1	2	3	4	5
Presentation and technical aspects						
17. The table of contents, references and list of sources are noted correctly	0	1	2	3	4	5
18. Writing - the style and language (grammar) meet the requirements	0	1	2	3	4	5
19. Independent (own) thought is reflected, and insight of the various questions was demonstrated	0	1	2	3	4	5

Competencies		Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
20. Assessor's general assessment rating of the quality of the POE taking into consideration all the above factors		0	1	2	3	4	5
Comments:							
Mark obtained		Total Mark					
		100					
Deduction for plagiarism if any							
Final Mark out of 100							

Plagiarism:

Plagiarism Report. Marks deducted for plagiarism infringements

- -10 (5 % - 20 % out of single source)
- -20 (21 % - 40 % out of single source)
- Allocate 0% (41 % - 60 % out of single source)
- Disciplinary steps (anything higher than 60 %)

Deduct the following marks if:

Total similarity index is between 20% -29% deduct 5%

Total similarity index is between 30% – 39% deduct 10%

Total similarity index is between 40% - 49% deduct 20%

Total similarity index of more than 50% (failed score 0%, student allowed a second opportunity to revised POE depending on the seriousness of plagiarism).