

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 understands the importance of emotional intelligence and can apply their theoretical knowledge	0	1	2	3X	4	5
2. The learner is competent in dealing with difficult people in the workplace (Mavericks)	0	1	2	3	4X	5
3 The learner understands how the concept of personality affects behaviour in the workplace	0	1	2	3	4X	5
4. The learner understands how motivation affects behaviour and how it may change over time	0	1	2	3X	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	2X	3	4	5
6. The learner can compile a job description and job specification based on a job analysis	0	1	2	3	4X	5
7. The learner has demonstrated the ability to develop behaviorally type of questions for a job interview	0	1	2	3	4X	5
8. The learner has demonstrated he or she can compile a performance agreement	0	1	2	3	4X	5
9. The learner knows how to develop a performance assessment template	0	1	2	3X	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	3X	4	5
11. The learner has a good understanding of how core self-evaluation impact emotions	0	1	2	3X	4	5
12. The learner understands the meaning of work, how to deal with work/family conflict as well as maintaining a work/life balance	0	1	2	3X	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 into the concept of work engagement	0	1	2	3X	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	4X	5
15. The learner understands the importance of teamwork and how to become a better team player by learning the critical skills for teamwork	0	1	2	3X	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	3X	4	5
Presentation and technical aspects						
17. The table of contents, references and list of sources are noted correctly	0	1	2	3X	4	5
18. Writing - the style and language (grammar) meet the requirements	0	1	2	3X	4	5
19. Independent (own) thought is reflected, and insight into the various questions was demonstrated	0	1	2	3X	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	3X	4	5
Comments:						
Mark obtained			Total Mark			
	65		100			
Deduction for plagiarism if any						
Final Mark out of 100	50					
Moderator mark			100			
Moderator name:						
Moderator signature:						
Date of moderating:						

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).

Examiner: Professor PA Botha

Betha