# KCL_noUoL_A4_40mmSpecific Marking Criteria – Human Resource Management: 6SSMN339

|  |  | **Level 6** |
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| Grade A++  First  90-100 | All levels | Outstanding answer, well written, highly structured & informed, showing striking personal insight and originality |
| Understanding | Extensive understanding of HRM issues. Authoritative and critical evaluation of HRM policies and practices and excellent and original insights about their implications for individuals and organizations. |
| Depth of Knowledge | Extensive research and very wide range of sources used. Innovative and exceptional analysis supported by the literature and the evidence. |
| Structure | Excellently structured, tightly focused, well written and clearly presented. Arguments are integrated well and persuasive. |
| Grade A+  First  80-89 | All levels | Highly thoughtful answer informed by wider reading, showing clarity of thought, personal insight and originality |
| Understanding | Thorough understanding of HRM issues. Strong evidence of evaluation of HRM policies and practices and very good insights about their implications for individuals and organizations. |
| Depth of Knowledge | Extensive research and wide range of sources used and applied. Original analysis of exceptional quality. |
| Structure | Clear, well- written and fluent style. Very well focused, presented and structured. Arguments are integrated well and persuasive. |
| Grade A  First  70-79 | All levels | Thoughtful answer informed by wider reading showing clarity of thought and personal insight |
| Understanding | Thorough understanding of HRM issues. Clear evidence of evaluation of HRM policies and practices and good insights about their implications for individuals and organizations. |
| Depth of Knowledge | In depth research and range of sources used and applied. Original analysis of very good quality. |
| Structure | Well- written, presented and structured. Logical and integrated arguments. |
| Grade B  Upper 2nd  60 – 69 | All Levels | Good understanding of basic principles and relevant evidence, with a coherent and logical argument |
| Understanding | Good understanding of HRM issues. Evidence of evaluation of HRM policies and practices and a good discussion about their implications for individuals and organizations. |
| Depth of Knowledge | Good breadth of literature and evidence used and applied. Independent analysis of good quality. |
| Structure | Well structured, well written and clearly presented. Arguments are reasonably focused and cohesive. |
| Grade C  Lower 2nd  50 – 59 | All Levels | Sound understanding demonstrated with some analysis |
| Understanding | Demonstrates understanding of key HRM issues. Some evidence of evaluation of HRM policies and practices. Reasonable discussion about their implications for individuals and organizations. |
| Depth of Knowledge | Some relevant research and reading is demonstrated. Reasonable analysis. Lacks independent thought. |
| Structure | Good presentation but lacks structure, clarity and focus. Arguments are disjointed and largely descriptive. |
| Grade D  Third  40 – 49 | All Levels | Basic understanding of main issues demonstrated |
| Understanding | General understanding of HRM issues. Limited evidence of evaluation of HRM policies and practices and of their implications for individuals and organizations. |
| Depth of Knowledge | Some relevant reading for some perspectives covered in the module. No wider research. |
| Structure | Confusing and poorly presented. Arguments are disjointed, lack focus and largely descriptive. |
| Grade F +  Fail  33 – 39 | All Levels | **Unsystematic incomplete and / or inaccurate FAIL**. |
| Understanding | Limited understanding of HRM issues. Hardly any evidence of evaluation of HRM policies and practices and poor discussion about their implications for individuals and organizations.  Analysis is confusing and incomplete. |
| Depth of Knowledge | No substantial evidence of research or use of relevant readings of topics covered in the module. |
| Structure | Confusing and poorly presented. Arguments are disjointed and vague. Brief and incomplete. |
| Grade F  Fail  20- 32 | All Levels | **Unsystematic incomplete and / or inaccurate, FAIL**. |
| Understanding | Very limited understanding of HRM issues. No clear evidence of evaluation of HRM policies and practices and poor or no discussion about their implications for individuals and organizations.  Analysis is very confusing and inaccurate. |
| Depth of Knowledge | Poor and/or inappropriate literature and evidence reviewed. |
| Structure | Very poor presentation and structure, spelling and grammatical errors, incomplete and disjointed. |
| Grade FF  Fail  0- 19 | All Levels | **Unsystematic incomplete and / or inaccurate, FAIL**. |
| Understanding | No understanding of HRM issues. No evidence of evaluation of HRM policies and practices and no discussion about their implications for individuals and organizations.  No analysis evident. |
| Depth of Knowledge | Very poor, inappropriate or simply no research or range of sources used. |
| Structure | Very poor presentation and structure, unacceptable spelling and grammatical errors, incomplete and disjointed. |