****

**2013 NHRMA Case Competition  
Judge’s Scoring Rubric for Written Report (80 points possible)**

**Judge’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Presenting Time/Team #:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Judging Criteria   
  
Define the major and minor problems in the case (15 points) Points Awarded: \_\_\_\_\_\_**

* In the written report, did the team successfully define the major and minor problems presented in the case?
* What major or minor problems were overlooked?

**Identify the causes of the problem(s) in the case (15 points) Points Awarded: \_\_\_\_\_\_**

* In the written report, did the team successfully identify the causes of the problems in the case?
* If not, what causes were overlooked?

**Explain the various alternative solutions to the case (15 points) Points Awarded: \_\_\_\_\_\_**

* Did the team effectively explain the various solutions to the case in the written report?
* Do their solutions demonstrate sound HR principles?
* If not, what is missing from suggested solutions?

**Demonstrate how to select and implement the chosen solution (15 points)   
 Points Awarded: \_\_\_\_\_\_**

* Did the team clearly identify their recommended solution and logically explain why that plan of action was chosen instead of another alternative?
* Did the team justify their chosen solution using sound HR principles?
* Did the team present a plausible implementation plan for their solution?

**Written Executive Summary (15 points) Points Awarded: \_\_\_\_\_\_**

* Did the written report follow the required parameters of the competition? (1,200-1,700 words, 1.5 line spacing, appropriately formatted, proper use of citations, etc.?
* Is the report a cohesive unit with arguments logically supported?
* Was the report professionally done and in keep with the expectations for an executive summary in the HR profession?

**Overall (5 points) Points Awarded: \_\_\_\_\_\_**

* Would you be comfortable with this team managing the HR function in your organization?
  + Absolutely (5)
  + Yes (4)
  + It would be okay (3)
  + It would make me nervous (2)
  + No (0)

**Total Points Awarded: \_\_\_\_\_\_\_\_\_/80**