

GSIM RUBRICS FOR ASSESSING STUDENT LEARNING OUTCOMES

<Multicultural Awareness>

Our students will be attentive and skillful in reaching common objectives with people from various international backgrounds.

LO code	Learning Objectives (LO)
MM1	Able to demonstrate the sensitivity to different perspectives and opinions of those from different international backgrounds
MM2	Able to identify and articulate common viewpoints among different and possibly conflicting opinions of those from different international backgrounds
MM3	Able to acquire skills to communicate with people from diverse international backgrounds

Assessment \ LOs	Self-evaluation Scale	MM1	MM2	MM3
Unsatisfactory	1	A student seldom demonstrates sensitivity to different perspectives and opinions from different international backgrounds in business and management setting.	A student seldom is able to identify and articulate common viewpoints among different and possibly conflicting opinions of those from different international backgrounds.	A student is poor in acquiring skills to communicate with people from diverse international backgrounds.
	2			
Satisfactory	3	A student demonstrates good sensitivity to different perspectives and opinions from different international backgrounds in business and management setting.	A student is good at identifying and articulating common viewpoints among different and possibly conflicting opinions of those from different international backgrounds.	A student is able to acquire skills to communicate with people from diverse international backgrounds.
Exceeds Expectation	4	A student demonstrates excellent sensitivity to different perspectives and opinions from different international backgrounds in business and management setting.	A student is excellent in identifying and articulating common viewpoints among different and possibly conflicting opinions of those from different international backgrounds.	A student acquired excellent skills to communicate with people from diverse international backgrounds.
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<Social Responsibility>

Our students will influence the activities of an individual or group in efforts towards making wise and socially responsible decisions.

LO code	Learning Objectives (LO)
MS1	Able to clearly identify the central problem/issue to demonstrate understanding of socially responsible leadership concepts and practices
MS2	Able to outline strategies for socially responsible companies
MS3	Able to demonstrate ability to illustrate key reasons why socially responsible leadership is integrated into mainstream business operations through global value chain

Assessment \ LOs	Self-evaluation Scale	MS1	MS2	MS3
Unsatisfactory	1	A student is not aware of the critical issues in implementing social responsibility or can't explain them	A student is not aware of the strategies for socially responsible companies or can't explain them.	A student is not aware of the socially responsible leadership or can't explain it.
	2			
Satisfactory	3	A student can explain why stakeholders' interests conflict with each other reasonably well. They can also explain the trade-off between short-term and long-term or opportunities and risks from the viewpoints of social responsibility.	A student can explain the critical points of Corporate Social Responsibility (CSR) strategies reasonably well.	A student can explain the role of company as a social member and why those activities should be installed into the business strategy reasonably well.
Exceeds Expectation	4	A student can generate a strategy to resolve the conflicts for practical cases and maximize both social benefits and businesses.	A student can create a strategy for socially responsible companies for practical cases, balancing business strategy, sustainable growth, and social responsibilities.	A student can prescribe a socially responsible leadership for practical cases, balancing business strategy, sustainable growth, and social responsibilities.
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<Leadership>

Our students will work with other people effectively and influence them toward achieving an organizational goal.

LO code	Learning Objectives (LO)
ML1	Able to demonstrate understanding of leadership concepts and practices
ML2	Able to listen well and have empathy with other people

Assessment \ LOs	Self-evaluation Scale	ML1	ML2
Unsatisfactory	1	A student is not aware of leadership concepts and practices or can't recall them well.	A student is not aware of the importance of listening well or having empathy with other people or seldom practice them.
	2		
Satisfactory	3	A student can explain leadership concepts and practices with some degree of detail.	A student sometimes tries to listen well or have empathy with other people. However, they feel that they can't practice them well.
Exceeds Expectation	4	A student can discuss the characteristics of leadership concepts and practices, and knows how to apply his or her knowledge and understanding of leadership concepts and practice.	A student listens well or have empathy with other people.
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<Strategic Decision Making>

Our students will assess diverse social and business contexts and make a strategic decision.

LO code	Learning Objectives (LO)
MD1	Able to apply the concepts of strategic management, recognizing internal and external strategic contexts.
MD2	Able to demonstrate ability to gather and interpret data
MD3	Able to demonstrate ability to make a strategic decision under pressure.

Assessment \ LOs	Self-Evaluation Scale	MD1	MD2	MD3
Unsatisfactory	1	A student does not know the basics of strategic management and fails to identify key factors affecting the internal and external strategic contexts.	A student does not know where to look for data and do not have the rudimentary knowledge of statistical analysis.	A student could not make a decision, refuse to make a decision, or delay in making a timely decision.
	2			
Satisfactory	3	A student is able to apply strategic management concepts reasonably well and is able to identify key factors affecting the internal and external strategic contexts.	A student knows where to find the data and have a satisfactory grasp of statistical analysis.	A student makes a timely decision that responds to the problem at hand.
Exceeds Expectation	4	A student is able to apply strategic management concepts in the best way possible, given the circumstances and is able to identify the crucial and significant key factors affecting the internal and external strategic contexts.	A student knows where to find the data, what are the limitations of the data. Student knows the right statistical methods to apply and know what the numbers mean in the business context.	A student is able to make both long- and short-term decisions in response to the problem at hand. Furthermore, the student is able to make immediate appropriate decisions to diffuse the problem at hand in the short-term.
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