

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.
	5			

<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.
	5		

<Solutions toward Social Issues with Business Concept>

Our students will identify and analyze factors of social issues, and will be able to establish sustainable solutions with business knowledge.

LO code	Learning Objectives (LO)				
MI1	Able to demonstrate ability to identify social issues				
MI2	Able to demonstrate ability to analyze fundamental factors of social issues				
MI3	Able to demonstrate ability to connect different ideas for creating new solutions toward factors of social issues				
MI4	Able to demonstrate ability to establish systems with business knowledge for providing solutions to social issues sustainably				
Assessment \ LOs	Self-Evaluation Scale	MI1	MI2	MI3	MI4
Unsatisfactory	1	A student demonstrates poor ability to identify social issues	A student demonstrates poor ability to analyze fundamental factors of social issues	A student demonstrates poor ability to connect different ideas for creating new solutions toward factors of social issues	A student demonstrates poor ability to establish systems with business knowledge for providing solutions to social issues sustainably
	2				
Satisfactory	3	A student demonstrates fair ability to identify social issues by observing the reality of the world	A student demonstrates fair ability to analyze fundamental factors of social issues by using tools such as Cause and Effect Diagram	A student demonstrates fair ability to connect different ideas, which are relatively close to the social issues, for creating new solutions toward factors of social issues	A student demonstrates fair ability to establish systems with business knowledge for providing solutions to social issues sustainably
Exceeds Expectation	4	A student demonstrates excellent ability to identify social issues using frameworks such as Job Theory and concepts of international relations	A student demonstrates excellent ability to analyze fundamental factors of social issues using frameworks such as Systems Thinking	A student demonstrates excellent ability to connect different ideas, which are relatively not close to the social issues, for creating innovative solutions toward factors of social issues	A student demonstrates excellent ability to establish workable systems with business knowledge for providing solutions to social issues sustainably
	5				