

Grading scheme

Case development: Learning and Development at Philips

Question 1: What forms of learning and development did Philips implement? Do you consider these forms to be effective?

| Benchmark | Quality | Points |
|---|--------------|--------|
| Students discuss all development practices in detail. They support their arguments with scientific literature in addition to those texts from the course and the textbook. | Complete | 10 |
| Students discuss development practices but their analysis lacks sufficient detail (either because they focus on a few practices or because they discuss many practices superficially). Their use of literature is restricted to the textbook and scientific literature from the course. | Acceptable | 5 |
| Students do not base their arguments on scientific literature. Or: Their analysis of the case does not reach beyond information provided in the case. | Insufficient | 0 |

Question 2: What recommendations would you give Philips to improve learning and development?

| Benchmark | Quality | Points |
|--|--------------|--------|
| Students provide several different and substantial recommendations that are based on scientific literature. They support their arguments with scientific literature in addition to those texts from the course and the textbook. | Complete | 10 |
| Students provide several recommendations that are of minor relevance for the case situation. Their use of literature is restricted to the textbook and scientific literature from the course. | Acceptable | 5 |
| Students do not base their arguments on scientific literature. Or: Their recommendations lack added value to the case situation. | Insufficient | 0 |

Use of scientific literature:

| Benchmark | Quality | Points |
|---|--------------|--------|
| Students use scientific literature to support their arguments in a correct manner. They use a sufficient amount of scientific literature and also go beyond texts from the course and the textbook. | Complete | 10 |
| Students use scientific literature to support their arguments but in a somewhat questionable manner. They use only texts from the course and the textbook. | Acceptable | 5 |
| Students use too little scientific literature. | Insufficient | 0 |

Grade: pass 15-30 points
 fail 0-14 points