

CIPD advanced level qualification generic assessment criteria (GAC) and grade descriptors

BACKUP Assessment Criteria	Distinction 70 % and above	Merit 60-69 %	Pass 50-59 %	Fail 49 % and below
	Achieves module outcomes related to GAC at a high level and demonstrates excellence throughout. Assessment evidence presented is very well integrated.	Achieves module outcomes related to GAC at a good level and demonstrates competency throughout. Assessment evidence presented is well integrated.	Achieves module outcomes related to GAC at a satisfactory level and demonstrates adequacy throughout. Assessment evidence presented shows some degree of integration.	Fails to achieve module outcomes related to GAC at this level. Assessment evidence presented lacks integration.
Business Orientation The ability to locate the HRM/HRD topic in 'the big picture' as part of an organisation's strategy. and Application Capability The ability to identify, construct, present and defend practical 'solutions' to problems and opportunities for future improvement taking in to consideration legal and ethical obligations.	Demonstrates excellent practical and professional skills and an impressive degree of business orientation. Comprehensive awareness of contextual issues. Strategic perspective critically examined and explained. Intuitive and creative thinking applied in order to generate innovative solutions. Fully justified. All key issues addressed and potential barriers and difficulties identified. Full consideration given to ethical and legal obligations. Comprehensive action plan demonstrating feasibility of proposals, implementation, prioritisation and costing where appropriate.	Demonstrates comprehensive practical and professional skills and a good degree of business orientation. Very good understanding of contextual issues. Strategic perspective clearly explained. All key issues addressed. Convincing, business focused solutions proposed that consider ethical and legal obligations. Clear and well-justified solutions flow logically from analysis. Prioritisation, implementation considerations and costing included where appropriate.	Demonstrates adequate practical and professional skills and an acceptable degree of business orientation. Good understanding of contextual issues. Strategic perspective described rather than explained. Most of the key issues addressed. Convincing, business focused solutions proposed. Sound course of action proposed with some justification and consideration of ethical and legal obligations. Some prioritisation, implementation and costings considered and explained where appropriate.	Demonstrates inadequate practical and professional skills and an unacceptable degree of business orientation. Limited understanding of contextual issues. Key issues not identified or addressed. Proposed business solutions unconvincing, brief and/or illogical. Limited, if any justification or consideration of ethical and legal obligations for the course of action proposed. Little or no reference to costings, implementation and/or priorities where appropriate.

Knowledge and Understanding Demonstration of the ability to analyse, challenge and evaluate both theory and research on the one hand and corporate policies and practices on the other.	Demonstrates an excellent understanding of professional knowledge across HRM/HRD. Comprehensive knowledge of subject matter demonstrated. Emergent hot topics considered when appropriate. Comprehensive analysis of a range of related concepts and ideas. Evidence based argument demonstrating an excellent understanding of theory and/or organisational practice. Statements of 'fact' and personal belief supported by citations from an extensive range of appropriate up to date third party sources, research and relevant literature at M-level. Comprehensive conclusions logically developed and justified from the analysis.	Demonstrates a good understanding of professional knowledge across HRM/HRD. Very good knowledge of the subject matter demonstrated. Very good analysis of related concepts and ideas. Appropriate evidence based argument demonstrating good understanding of theory and/or organisational practice. Statements of 'fact' and personal belief reinforced by citations from an appropriate and broad range of third-party sources, research and relevant literature at M-level. Relevant conclusions drawn that follow the analysis.	Demonstrates adequate understanding of professional knowledge across HRM/HRD. Good knowledge of the subject matter demonstrated. Good analysis of some appropriate concepts. Some evidence based argument demonstrated which draws on theory and/or organisational practice. Statements of 'fact' and personal belief reinforced by citations from an appropriate, but limited, range of third-party sources, research and relevant literature at M-level. Relevant conclusions drawn that are broadly aligned to the analysis.	Demonstrates an insufficient understanding of professional knowledge across HRM/HRD. Some but rather superficial understanding of the subject matter concepts. Limited or no analysis. Lacks evidence based argument. Theory and/or organisational practice not referred to or used inappropriately. Statements of 'fact' and personal belief insufficiently reinforced by citations from appropriate third-party sources, research and relevant literature at M-level. Conclusions weak, unfounded or poorly explained.
Presentation and Persuasion The ability to communicate conclusions about debates and issues in the fields of HRM or HRD to specialist and non-specialist audiences	Demonstrates the ability to present/communicate the thinking about HRM/HRD issues to an excellent professional and intellectual M-level standard. Presentation and structure of assessment evidence meets the assessment brief to an excellent standard. Concepts expressed with exceptional clarity in a convincing and cogent manner. Sensitive to emotional, attitudinal and political aspects of corporate life. Extensive and appropriate referencing.	Demonstrates the ability to present/communicate the thinking about HRM/HRD issues to a good professional and intellectual M-level standard. Presentation and structure of assessment evidence meets the assessment brief to a good standard. Concepts clearly and concisely expressed in a confident and persuasive manner. Acceptable and relevant referencing.	Demonstrates the ability to present/communicate the thinking about HRM/HRD issues to an acceptable professional and intellectual M-level standard. Presentation and structure of assessment evidence is appropriate to the assessment brief. Concepts expressed in a clear and systematic manner. Acceptable, but limited referencing.	Demonstrates significant deficiencies in presenting and communicating the thinking about HRM/HRD issues. Not an acceptable professional or intellectual M-level standard. Presentation and structure of assessment evidence is inappropriate and does not meet assessment brief. Fails to express concepts clearly, systematically and/or confidently. Inadequate referencing. References not supplied, used inaccurately, or not attributed.