

OL 326 Short Paper Guidelines and Rubric

In this course, short papers will be used to explore the course content more deeply and to apply key concepts and theories learned in your readings. In each short paper, you are also asked to practice proper APA format.

Module Three Short Paper: Drug Testing of Employees

In the 1980s, the federal government required drug testing from government contractors. Since then, a number of companies have adopted policies regarding drug testing in the workplace. Companies believe they need to do drug testing to promote a safe and efficient work environment. Others believe it is an invasion of privacy and what a person does at home should have no bearing on employment. Write a paper addressing the following questions:

1. Do you think that companies should perform drug testing on employees? Explain your rationale and provide specific examples, where applicable.
2. Is the safety of employees and overall efficiency of the company or the privacy rights of employees more important? Explain your decision.

If you think drug testing of employees is appropriate, what human resource policies would you put in place to govern the drug testing? Explain. If you do not think that drug testing is appropriate, what obligation do companies have to make sure proper safety is maintained in the workplace?

Module Five Short Paper: Five I's Strategic Analysis

For Lululemon, a yoga and fitness retailer, 2013 was a turbulent year. Lululemon had a number of product issues and the CEO seemed to place the blame on customers rather than on the company.

The following websites detail the events of 2013:

- [Lululemon Admits Its PR Disasters Are Hurting Sales](#)
- [Chip Wilson, Lululemon Guru, Is Moving On](#)
- [Lululemon Founder Chip Wilson Issues Apology Following Thigh-Rubbing Pants Comments](#)

Using the five I's strategic analysis stages, beginning on page 52 of *Business, Society, & Government Essentials*, write a paper analyzing how you might use the five stages to help Lululemon deal with its strategic stakeholders to avoid future public relations issues.

Module Six Short Paper: Minimum Wage

In February 2015, Walmart announced that it is increasing wages to just over \$10 an hour for all employees. This wage is now substantially higher than the federal minimum wage but still below the \$15 an hour rate recommended by many labor activist groups.

Review the following information on the recent wage changes:

- [In Letter to Associates, Walmart CEO Doug McMillon Announces Higher Pay](#)

- [What You Should Know About Walmart’s Raise](#)
- [Walmart Lifts Its Wage Floor to \\$9 an Hour](#)

In a paper, respond to the following questions:

1. Do you think Walmart raised wages because of supply and demand in the labor market or because of the pressure of labor activist organizations? Explain your reasoning.
2. Do you think Walmart should raise wages to \$15/hour to match what labor activists are calling for? Why or why not?
3. Should the government raise the minimum wage and if so, to what level? Please support your answer.

Specifically, the following **critical elements** must be addressed in each short paper:

- I. **Main Elements.** You have addressed all of the questions in the assignment.
- II. **Inquiry and Analysis.** You show an in-depth understanding of the concepts covered in the assignment.
- III. **Integration and Application.** You have correctly applied the concepts discussed in the module corresponding with the assignment.
- IV. **Critical Thinking.** You have articulated a clear conclusion based on strong rationale.
- V. **Research.** You have incorporated at least two outside references into the assignment.
- VI. **Articulation of Response.** You show appropriate grammar, spelling, syntax, and organization.

Rubric

Guidelines for Submission: Your paper must be submitted as a 2–3-page Microsoft Word document with double spacing, 12-point Times New Roman font, one-inch margins, and at least three sources cited in APA format.

Instructor Feedback: This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center. For more information, review [these instructions](#).

Critical Elements	Exemplary (100%)	Proficient (85%)	Needs Improvement (55%)	Not Evident (0%)	Value
Main Elements	Meets “Proficient” criteria and supports explanation with clear and relevant examples using scholarly research when appropriate	Describes the main elements and requirements and cites examples to illustrate each element	Describes some of the main elements and requirements	Does not describe any of the main elements and requirements	20

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Inquiry and Analysis	Meets "Proficient" criteria and supports explanation with clear and relevant examples using scholarly research when appropriate	Provides in-depth analysis that demonstrates complete understanding of concepts	Provides in-depth analysis that demonstrates complete understanding of minimal concepts	Does not provide in-depth analysis	20
Integration and Application	All of the course concepts are correctly applied	Most of the course concepts are correctly applied	Some of the course concepts are correctly applied	Does not correctly apply any of the course concepts	10
Critical Thinking	Meets "Proficient" criteria, and conclusions are thoroughly defended with evidence and examples	Draws informed conclusions that are justified with evidence	Draws logical conclusions but does not defend with evidence	Does not draw logical conclusions	20
Research	Incorporates many scholarly resources effectively that reflect depth and breadth of research	Incorporates some scholarly resources effectively that reflect depth and breadth of research	Incorporates very few scholarly resources that reflect depth and breadth of research	Does not incorporate scholarly resources that reflect depth and breadth of research	10
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy-to-read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	20
Total					100%