



Grade descriptors for use in assessing CIPD Management Research Reports

<p>Distinction</p>	<p>This report has extremely well-grounded, clearly stated and appropriate terms of reference, and it fully achieves the objectives set. It is underpinned by a comprehensive literature review that synthesises and critically analyses the most significant sources of material - including recent research in high quality publications. The methods used are totally appropriate and justified by the candidate. The results are concisely and exceptionally well-presented and there is a tightly focused and organisationally-relevant analysis and interpretation of the findings. The conclusions are highly appropriate in the light of the findings and the recommendations are very realistic, timely and cost-effective from a business perspective. The presentation is excellent throughout. There is clear evidence the candidate has reviewed their own learning and shows all the signs of being able to reproduce high quality reports in the future.</p> <p><i>Overall, this is an excellent piece of work, which is very well integrated.</i></p>
<p>Merit</p>	<p>This report has clearly-stated and generally appropriate terms of reference, and it achieves most of the objectives set. It is underpinned by a systematic literature review that analyses many of the most important sources of material including recent research. The methods used are mostly appropriate and justified by the candidate. The results are well-presented but whilst there is a well-focused and organisationally-relevant interpretation of the findings, the data is not analysed sufficiently well. The conclusions are generally appropriate in the light of the findings and the recommendations are realistic, timely and cost-effective from a business perspective. The presentation is good throughout. There is some evidence that the candidate has reviewed their own learning and shows signs of being able to produce high quality reports in the future.</p> <p><i>Overall, this is a solid piece of work, which is quite well integrated.</i></p>
<p>Pass</p>	<p>This report has satisfactory terms of reference, and it achieves many of the objectives set. It is underpinned by a basic literature review that tends to outline, rather than analyse, some of the most important sources of material including recent research, but there are some crucial gaps in the review. The methods used are typically appropriate and partially justified by the candidate. The presentation is variable, with some gaps in the analysis of the results, the presentation of the data or the organisational relevance of the findings. The conclusions are somewhat simplistic in the light of the findings and only some of the recommendations are realistic, timely and cost-effective from a business perspective. The presentation is acceptable but there are major ways in which it could be improved. There is some evidence the candidate has reviewed their own learning and shows signs of being able to produce better quality reports in the future.</p> <p><i>Overall, this is a satisfactory piece of work, which shows some degree of integration.</i></p>

Fail	<p>This report has inadequate or confused terms of reference, or is underpinned by research questions that are too broad or too narrow. Whilst it may achieve some of the objectives set, these are inappropriate for a piece of M-level work. The literature review lacks focus, it is descriptive, and too many of the most important sources of material, including recent research, have been omitted or not properly analysed. The methods are described rather than justified and they may even be inappropriate in the circumstances. The results are presented in an unclear and/or simplistic fashion and there is little awareness of how the findings may be organisationally relevant. The conclusions are superficial and/or inappropriate in the light of the findings and the recommendations are too broad or too limited, lacking realism, timeliness or cost-effectiveness from a business perspective. The presentation is poor throughout. There is little or no evidence that the candidate has reviewed their own learning or shows any signs of being able to produce better quality reports in the future.</p> <p><i>Overall, this is an unacceptable piece of work as it stands, and it lacks integration.</i></p>
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