

Updated 1 August 2026

Competence-based assessment criteria for the Master's thesis with weighting coefficients starting from 1 August 2024.

The approved thesis complies with Jamk's ethical guidelines and Jamk's reporting guidelines. If AI has been used in the thesis, its use must be described transparently.

The recommended length of a Master's thesis is on average 50-90 pages without appendices. Information retrieval is presented in the thesis plan.

In an approved thesis, not a single item to be evaluated receives a grade of Fail. The lack of feedback from the working life representative does not prevent the evaluation of the thesis.

Grade	Adequate 1	Satisfactory 2	Good 3	Very Good 4	Excellent 5
1 Topic (selection, delineation and objectives) - weighting 10%					
1.1 Topic selection	Choose a topic that interests you. You justify your choice of topic unilaterally from one viewpoint. You take sustainable development into account and include it in your topic.	You select the topic from the viewpoint of professional development or development of the work community. If you justify your topic from multiple viewpoints, including sustainable development, then the issues must be kept separate.	You select a topic that is timely and relevant to your organisation. You justify the topic from multiple viewpoints, including from the viewpoint of sustainable development.	You select a topic that is timely and relevant to your field. You assess the topic from the viewpoints of working life reform or societal significance by taking into account the viewpoints of promoting sustainable development.	You select an in-depth and/or cross-disciplinary topic from the interface between disciplines. You argue the topic from the viewpoints of working life reform, societal relevance and sustainable development, drawing on new research data.
1.2 Defining objectives	You define the objective and the research question(s) inadequately or inconsistently, leaving only a weak link to the theoretical and conceptual background.	You define objectives and research questions/questions appropriate to your topic, with a partial link to the theoretical and/or conceptual background.	You define objectives and research questions/questions appropriate to your topic, with a consistent link to the theoretical and/or conceptual background.	You define objectives and research questions/questions appropriate to your topic, with a consistent link to the timely theoretical and/or conceptual background.	You define objectives and research questions/questions appropriate to your topic, with a consistent link to the timely theoretical and/or conceptual background and which produce innovative new knowledge.

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2 Research-oriented approach (source and research material, knowledge base and methods) - weighting 30%					
2.1 Selection and use of sources	You choose mainly original sources that are suitable for the topic and phenomenon.	You select mostly original sources suitable for the topic, some of which are peer-reviewed domestic and/or international sources.	You select wide-ranging, topical and relevant Finnish and international peer-reviewed sources with regard to the phenomenon. You take a critical approach to the source material.	You select sources that are relevant to the phenomenon and present new research data, a significant proportion of which have been published in peer-reviewed international publications and thus demonstrate familiarity with the topic.	You consistently select and combine timely, peer-reviewed and, if possible, international sources with the phenomenon. You demonstrate expertise on the topic through your use of sources.
2.2 Defining the knowledge base and concepts	You summarise the knowledge base and concept definitions in line with the objective through your use of references.	You build a knowledge base that is in line with the objective. The key concepts of the knowledge base are clearly defined and delineated in terms of both the topic and the phenomenon being examined.	You establish a relevant knowledge base, the key concepts of which have been appropriately delineated by drawing on existing studies.	You structure the relevant and justified knowledge base as a synthesis, in which the concepts have been delineated and analysed consistently using previous research data.	You create a justified and illustrative theoretical framework as a synthesis, in which you assess concepts consistently using previous research data.
2.3 Use of research and development methods	You use your chosen research and/or development method inadequately. You describe the references using the methods you have chosen.	You apply the appropriate research and/or development method to your objective according to the sources.	You analyse, choose and use a research and/or development method that suits your objective using sources.	You assess, choose and use a research and/or development method that suits your objective expertly, partly through the use of international sources.	You create an approach to your objective or combine different research and/or development methods. You use and argue your method expertly. You make wide-ranging use of and assess international sources in describing the method.

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2.4 Acquisition and analysis of data	You acquire or receive data that is of questionable reliability. You describe the data and/or data analysis in an inconsistent and/or inadequate manner. Your chosen method is not suitable for data analysis.	You acquire data that is suitable for meeting the objectives of the work. You analyse the data you have acquired, but there are inadequacies in the analysis.	You acquire sufficient data that suits the objectives of the work. You describe the data and analysis systematically and transparently. The analysis method(s) you use are suitable for analysing the collected data and provide answers to research questions and/or development tasks.	You acquire sufficient and carefully selected data and assess its suitability and reliability for the objectives and research questions of the work. You have described and justified the collection of data and the indicators you use, drawing on relevant methodological literature.	The data you have acquired must be relevant to the client, the field and/or society. You systematically describe the analysis of the data and critically assess both the analysis stages and interpretation process.
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3 Work implementation (reliability, ethics; process management) - 20%					
3.1 Work reliability	You understand the importance of reliability in conducting research from the viewpoint of part of your research or development process.	You evaluate the reliability of some aspects of your research or development process.	Your research and development process has been implemented reliably and you analyse the reliability of the results using methodological literature to address critical areas of the work.	Your materials, analysis and results are reliable. You thoroughly assess and analyse the reliability of your research/development using sources.	Your materials, analysis and results are reliable. You argue the reliability of your research thoroughly, expertly and diversely using sources.
3.2 Ethicalness of the work	You describe ethical factors from the viewpoint of some part of your thesis process.	You apply ethical principles in your thesis.	You follow ethical principles. You analyse ethical questions related to the research process using sources.	You assess ethical questions critically using sources.	You argue ethical questions thoroughly, expertly and diversely using sources.
3.3 Process management and goal-oriented approach	You plan and implement the work quite independently. You demonstrate some ability to utilise guidance.	You participate responsibly in guidance and independent work. You express your views clearly in guidance.	You value collaboration in guidance. You promote your work independently and in a goal-oriented manner. You are able to express your own views and consider the viewpoints of others in guidance. You make independent decisions justifiably.	You demonstrate critical thinking in research questions. You are able to engage in dialogue in guidance to promote your work. You are able to make justified, independent decisions in scheduling different stages of the work.	You plan and implement the work independently, responsibly and productively. You evaluate your work process analytically and demonstrate the ability to develop it. You demonstrate your expertise in the guidance process.

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4 Results (presentation of results and conclusions, and their usability) - 30%					
4.1 Presentation of results	You present results that only partially meet the work objectives.	You present results that are suitable for the objectives, but there are inadequacies in their demonstration.	You present results relevant to the organisation that clearly, justifiably and demonstrably meet the objectives of the work.	You present results that are timely and relevant to the field and reform working life. The results have been presented in a diverse, consistent and illustrative manner.	You present results that are very relevant to society and have a clearly demonstrated novelty value.
4.2 Presentation of conclusions and development proposals, and linking reflection to the knowledge base	You present conclusions, reflections and/or development ideas, but they remain disconnected without justification.	You present conclusions, reflections and development ideas that are partially linked to the objectives, knowledge base and results of the work.	You present justified conclusions, reflections, follow-up measures and/or development proposals linked to the knowledge base and results.	You assess the conclusions, follow-up measures, reflection and development proposals linked to the theory and the results obtained.	Based on your conclusions and reflection, you present one or more development proposals that bring a new viewpoint, operating method or model.
4.3 Usability or applicability of results	You have understood the practical benefits of the results. You include sustainable development when describing the benefits of the results.	You have applied the results of the work in practice, also considering sustainable development. The results are beneficial professionally and/or to your work community.	You have analysed the usability and applicability of the results, also considering sustainable development. The results will benefit organisations in the field.	You have critically evaluated the practical benefits of the results, also considering sustainable development. The results benefit working life.	You have argued the usability and impact of the results from the perspectives of reforming working life and/or their social significance, taking sustainable development into account.

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5 Reporting - 10%					
5.1 The illustrativeness, consistency and expertise of written reporting	You produce unstructured text that contains repeated language and style errors, inconsistencies and shortcomings.	You write fairly consistent and illustrative text with some language and style errors.	You write consistently, justifiably and illustratively, demonstrating expertise. The text may contain occasional language and style errors.	You produce a structured text that is fluent, nearly error free, and suitably formal in style. You write logically, expertly, analytically and interestingly.	You write in an argumentative, insightful, error-free, and appropriately formal style. You write convincingly, presenting a clear, coherent, and logically progressive whole. You demonstrate critical thinking and the ability to link your work to the development of a professional field.
5.2 The illustrativeness, consistency and expertise of the presentation	You give a presentation, but the structure is not consistent and the content is not aimed at the audience. The presentation does not adhere to the given time limit.	You take the audience into account in the presentation, but the content is partly unstructured. You demonstrate expertise. The presentation adheres to the given time limit.	You provide a concise, consistent and illustrative presentation. You demonstrate convincing expertise.	You give an expert presentation, demonstrating an in-depth understanding of the topic. You analyse the relevance and applicability of your work and its results in working life.	In your presentation and the follow-up discussion, you demonstrate critical thinking and the ability to link your work to the development of the professional field.
5.3 Compliance with the reporting instructions	You do not fully follow the reporting instructions.	You follow the reporting instructions satisfactorily.	You follow Jamk's reporting instructions well.	You follow Jamk's reporting instructions very well.	You follow Jamk's reporting instructions excellently.