BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2013-2014 ACADEMIC YEAR

2013 – 2014 CURRICULUM MAP

	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5
	Evaluate internal and external organizational environments and the impact of their interrelationships on human resource functions.	Analyze the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.	Examine the interaction among management, labor, and labor law.	Assess and develop methods designed to prevent employer liability and labor relation issues (antidiscrimination statutes, employee and labor relations, union and non-union environment issues.	Analyze the ethical, legal, and safety challenges faced in the workplace.
MGT 330: Management for Organizations	I		I		
BUS 303: Human Resources Management	R	I	I	I	I
BUS 318: Organizational Behavior	R		I		
ECO 204: Principles of Microeconomics	R	R			
MGT 435: Organizational Change	R	R	R		I
ACC 205: Principles of Accounting	R				R
BUS 311: Business Law I				I	R
BUS 330: Principles of Marketing		R			
BUS 370: Organizational Development	R	R		R	R
BUS 372: Employee and Labor Relations			R	R	R

BUS 375: Employee Training		R	R		R
PHI 445: Personal and Organizational Ethics				R	M
BUS 401: Principles of Finance	R				
BUS 434: Compensation and Benefits Management	R	R	R		
MGT 490: Strategic Human Resources Planning	M	M	M	M	M

I(INTRODUCED) R (REINFORCED) M (MASTERED)

ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Evaluate internal and external organizational environments and the impact of their interrelationships on human resource functions.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS:** **PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**ASSESSMENT RESULTS:** **1. EXCEEDS THE ACCEPTABLE TARGET** **2. MEETS THE ACCEPTABLE TARGET** **3. DOES NOT MEET THE ACCEPTABLE TARGET** **4. INSUFFICIENT DATA**

Direct Measure 1: CPC Comprehensive Exam - Business Integration and Strategic Management Section	BA Human Resources Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	283	On average, BA Human Resources Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Business Integration and Strategic Management section of the Common Professional Component comprehensive exam.	2. MEETS THE ACCEPTABLE TARGET
Direct Measure 2: CPC Comprehensive Exam-Score	90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.	262	282	262 out of 282 (92.91%) BA Human Resources Management students sampled from July 1, 2013 to June 30, 2014 scored 400 or higher on the CPC	1. EXCEEDS THE ACCEPTABLE TARGET

				comprehensive exam (Mean = 564.96, Standard Deviation = 197.78).	
Direct Measure 3: MGT 490 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	830	843	830 out of 843 (98.46%) BA Human Resource Management records evaluated indicate basic, proficient, or distinguished performance on the MGT 490 Final Paper content criteria mapped at the Mastered level to PLO 1.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • I understand the learning objectives of my courses.	148	271	91.88% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed that they understand the	1. EXCEEDS THE ACCEPTABLE TARGET

				learning objectives of my courses.	
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • The curriculum was relevant to my professional needs.	N/A	N/A	90.77% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed that the curriculum was relevant to my professional needs.	1. EXCEEDS THE ACCEPTABLE TARGET

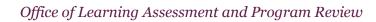| PLO 2 - Analyze the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS:** **PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**ASSESSMENT RESULTS:** **1. EXCEEDS THE ACCEPTABLE TARGET** **2. MEETS THE ACCEPTABLE TARGET** **3. DOES NOT MEET THE ACCEPTABLE TARGET** **4. INSUFFICIENT DATA**
Direct Measure 1: CPC Comprehensive Exam - Business Leadership Section	BA Human Resources Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Leadership section of the CPC comprehensive exam when compared to other competitive programs.	N/A	283	On average BA Human Resource Management students scored below the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional	3. DOES NOT MEET THE ACCEPTABLE TARGET

				Aggregate Pool on the Business Leadership section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.	262	282	262 out of 282 (92.91%) BA Human Resources Management students sampled from July 1, 2013 to June 30, 2014 scored 400 or higher on the CPC comprehensive exam (Mean = 564.96, Standard Deviation = 197.78).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 434 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	928	1006	928 out of 1006 (92.25%) BA Human Resource Management records evaluated indicate basic, proficient, or distinguished performance on	1. EXCEEDS THE ACCEPTABLE TARGET

				the BUS 434 Final Paper content criteria mapped at the Reinforced level to PLO 2.	
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • I understand the learning objectives of my courses.	148	271	91.88% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objectives of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • The curriculum was relevant to my professional needs.	N/A	N/A	90.77% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed	1. EXCEEDS THE ACCEPTABLE TARGET

				that the curriculum was relevant to my professional needs.	

PLO 3 - Examine the interaction among management, labor, and labor law.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS:** **PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**ASSESSMENT RESULTS:** **1. EXCEEDS THE ACCEPTABLE TARGET** **2. MEETS THE ACCEPTABLE TARGET** **3. DOES NOT MEET THE ACCEPTABLE TARGET** **4. INSUFFICIENT DATA**
Direct Measure 1: CPC Comprehensive Exam – Management Section	BA Human Resources Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	283	On average BA Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on	2. MEETS THE ACCEPTABLE TARGET

				the Management section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.	262	282	262 out of 282 (92.91%) BA Human Resources Management students sampled from July 1, 2013 to June 30, 2014 scored 400 or higher on the CPC comprehensive exam (Mean = 564.96, Standard Deviation = 197.78).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 372 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1316	1387	1316 out of 1387 (94.88%) BA Human Resource Management records evaluated indicate basic, proficient, or distinguished performance on the BUS 372 Final	1. EXCEEDS THE ACCEPTABLE TARGET

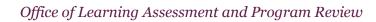|				Paper content criteria mapped at the Reinforced level to PLO 3.	
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • I understand the learning objectives of my courses.	148	271	91.88% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objectives of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • The curriculum was relevant to my professional needs.	N/A	N/A	90.77% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed that the curriculum was relevant to my	1. EXCEEDS THE ACCEPTABLE TARGET

					professional needs.	
PLO 4 - Assess and develop methods designed to prevent employer liability and labor relation issues (antidiscrimination statutes, employee and labor relations, union and non-union environment issues.						
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT RESULTS:** **PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**1. EXCEEDS THE ACCEPTABLE TARGET** **2. MEETS THE ACCEPTABLE TARGET** **3. DOES NOT MEET THE ACCEPTABLE TARGET** **4. INSUFFICIENT DATA**	
Direct Measure 1: CPC Comprehensive Exam – Global Dimensions of Business Section	BA Human Resource Management students, on average, must score at or above the average in the PAS "Online Campus" and "Traditional Campus" Aggregate Pools related to the Global Dimensions of Business section of the CPC comprehensive exam when compared to other competitive programs.	N/A	289	On average BA Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Global	2. MEETS THE ACCEPTABLE TARGET	

				Dimensions of Business section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.	262	282	262 out of 282 (92.91%) BA Human Resources Management students sampled from July 1, 2013 to June 30, 2014 scored 400 or higher on the CPC comprehensive exam (Mean = 564.96, Standard Deviation = 197.78).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS370 Final Paper	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	667	693	667 out of 693 (96.25%) BA Human Resource Management records evaluated indicate basic, proficient, or distinguished performance on the BUS 372 Final	1. EXCEEDS THE ACCEPTABLE TARGET

				Paper content criteria mapped at the Reinforced level to PLO 4.	
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • I understand the learning objectives of my courses.	148	271	91.88% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objectives of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • The curriculum was relevant to my professional needs.	N/A	N/A	90.77% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed	1. EXCEEDS THE ACCEPTABLE TARGET

				that the curriculum was relevant to my professional needs.	

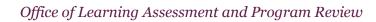| PLO 5 - Analyze the ethical, legal, and safety challenges faced in the workplace.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA

Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section	BA Human Resource Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.	N/A	283	On average BA Human Resource Management students scored below the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Business Ethics section of the Common Professional Component comprehensive exam.	3. DOES NOT MEET THE ACCEPTABLE TARGET
Direct Measure 2: CPC Comprehensive Exam-Score	90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.	262	282	262 out of 282 (92.91%) BA Human Resources Management students sampled from July 1, 2013 to June 30, 2014 scored 400 or higher on the CPC comprehensive exam (Mean = 564.96, Standard	1. EXCEEDS THE ACCEPTABLE TARGET

				Deviation = 197.78).	
Direct Measure 3: CPC Comprehensive Exam – Legal Environment of Business Section	BA Human Resources Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Legal Environment of Business section of the CPC comprehensive exam when compared to other competitive programs.	N/A	283	On average BA Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Legal Environment of Business section of the Common Professional Component comprehensive exam.	2. MEETS THE ACCEPTABLE TARGET
Direct Measure 4: BUS375 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1156	1337	1156 out of 1337 (86.46%) BA Human Resource Management records evaluated indicate basic, proficient, or distinguished performance on	1. EXCEEDS THE ACCEPTABLE TARGET

				the BUS 375 Final Paper content criteria mapped at the Reinforced level to PLO 5.	
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • I understand the learning objectives of my courses.	148	271	91.88% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objectives of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be: • The curriculum was relevant to my professional needs.	N/A	N/A	90.77% of BA Human Resource Management students upon completion of the program during the 2013-14 assessment cycle indicated that they agreed or strongly agreed	1. EXCEEDS THE ACCEPTABLE TARGET

				that the curriculum was relevant to my professional needs.	

OVERALL RECOMMENDATIONS

During the 2013-14 assessment cycle, BA Human Resources Management students met the acceptable and ideal targets for all assignment-based direct measures. In addition, BA Human Resources Management students consistently scored above the average of the Peregrine Academic Services Online and Traditional aggregate pool on the Global Dimensions of Business, Management, and Business Integration and Strategic Management sections. However, BA Human Resources Management students performed below the average of benchmarked online universities on the Business Leadership and Business Ethics sections. Students exceeded the acceptable target, but failed to meet the ideal target, of the overall CPC exam score.

Survey-based findings indicate favorable student opinions of their degree program in regards to their understanding of the learning objectives to their courses and to the curriculum meeting the students' professional needs.

Overall, it is recommended that Forbes School of Business Faculty review each program assessment plan (including measures used and targets set) in preparation for the 2014-15 assessment cycle. In particular, review targets set for assignments in courses using Waypoint, CPC Exam sections, and all survey measures to ensure that these targets remain appropriate and meaningful. In addition, should consider student performance on the Business Leadership and Ethics section in the courses in the BA Human Resources Management program.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLO5	*The revised BUS 375 course guide and Waypoint rubrics. Faculty will then review and compare student learning outcome data related to student achievement of PLO 5 pre- and post-action.*	*The Academic Department Chair, Faculty, Program Manager, Curriculum Specialists, Assessment Analysts*	*Complete*	*November 2014*
Action Details	*Revise Assignments and develop new Waypoint rubrics for BUS 375.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
TBD	*Faculty will review the Waypoint rubrics and grading results to determine if further action is necessary.*	*The Academic Department Chair, Faculty, Assessment Analysts*	*Complete*	*June 2015*
Action Details	*Faculty will participate in a study to determine the effectiveness and appropriateness of the Waypoint rubrics for each course in the BA Human Resources Management program.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
TBD	*The newly developed course and Waypoint rubrics will be reviewed by faculty and compare student learning outcome data pre- and post-action.*	*The Academic Department Chair, Faculty, Program Manager, Curriculum Specialists, Assessment Analysts*	*Complete*	*June 2015*

Action Details	*Create a course in HR Information Systems (HRIS) and develop Waypoint rubrics. This course will be used a measure for a program learning outcome following course development.*