

# BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2017-2018 ACADEMIC YEAR

2017 – 2018 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	ı		ı					
BUS 303: Human Resources Management	R	ı	ı	ı	I			
BUS 318: Organizational Behavior	R		I					
ECO 204: Principles of Microeconomics	R	R						
MGT 435: Organizational Change	R	R	I		I			
ACC 205: Principles of Accounting	R				R			
BUS 311: Business Law I				ı	R			
BUS 330: Principles of Marketing		R						
BUS 370: Organizational Development	R	R		R	R			
BUS 372: Employee and Labor Relations			R	R	R			

## Office of Learning Assessment and Program Review



BUS 375: Employee Training		R	R		R
HRM 400: Human Resource Technology Management	R	R	R	R	R
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	М

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
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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	290	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.	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.	276	290	276 out of 290 (95.17%) BA Human Resources Management students from July 1, 2017 to June 30, 2018 scored 400 or higher on the CPC	1. EXCEEDS THE ACCEPTABLE TARGET





				comprehensive exam.	
Direct Measure 3: MGT 490 Final Project	70% of BA Human Resources Management students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	1252	1420	1252 out of 1420 (88.17%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey PLO1	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 effectively evaluated internal and external organizational environments and the impact of their interrelationships on human resource functions.	233	237	98.31% of BA Human Resources Management students upon completion of the program during the 2017-18 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated internal and external organizational environments and	1. EXCEEDS THE ACCEPTABLE TARGET



PLO 2 - Analyze the p development.	rocess of job analysis, staffing, appraisal	and compensation, tra	ining, career pla	the impact of their interrelationships on human resource functions.	tional
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	N/A	300	On average BA Human Resources Management students scored above the average of the Peregrine	2. MEETS THE ACCEPTABLE TARGET





	of the CPC comprehensive exam when compared to other competitive programs.			Academic Services Online Aggregate Pool and above the average of the Traditional 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.	276	290	276 out of 290 (95.17%) BA Human Resources Management students from July 1, 2017 to June 30, 2018 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 434 Final Project	70% of BA Human Resources Management students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	1011	1308	1011 out of 1308 (77.29%) of records evaluated indicate proficient or distinguished performance on this key	1. EXCEEDS THE ACCEPTABLE TARGET

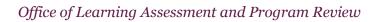




				assignment's content criteria mapped to this PLO at the Mastered level.	
Indirect Measure 1: End of Program Survey PLO2	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be:  • I effectively analyzed the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.	230	236	97.46% of BA Human Resources Management students upon completion of the program during the 2017-18 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.	1. EXCEEDS THE ACCEPTABLE TARGET

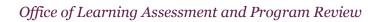


PLO 3 - Examine the in	nteraction among management, labor, a	nd labor law.			
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS:  PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS:  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	290	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.	276	290	276 out of 290 (95.17%) BA Human Resources Management students from July 1, 2017 to June 30, 2018 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 372 Final Project	70% of BA Human Resources Management students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	2526	3327	2526 out of 3327 (75.92%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	1. EXCEEDS THE ACCEPTABLE TARGET



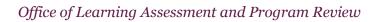


Indirect Measure 1: End of Program Survey PLO3	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be:  • I effectively examined the interaction among management, labor, and labor law.	224	232	96.6% of BA Human Resources Management students upon completion of the program during the 2017-18 assessment cycle indicated that they agreed or strongly agreed that they effectively examined the interaction among management, labor, and labor law.	1. EXCEEDS THE ACCEPTABLE TARGET
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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.

and labor relations, u	inion 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	290	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 Global Dimensions of Business section	2. MEETS THE ACCEPTABLE TARGET





				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.	276	290	276 out of 290 (95.17%) BA Human Resources Management students from July 1, 2017 to June 30, 2018 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS372 Final Paper	70% of BA Human Resources Management students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.	2526	3327	2526 out of 3327 (75.92%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	1. EXCEEDS THE ACCEPTABLE TARGET



Indirect Measure 1:	70% or more of students exiting the	225	236	94.5% of BA	1. EXCEEDS THE
End of Program Survey	program will express satisfaction on the	223	230	Human Resources	ACCEPTABLE
PLO4	End of Program Survey by indicating either				TARGET
PLO4				Management students upon	TARGET
	"Agree" or "Strongly Agree." The item			•	
	used will be:			completion of the	
	I effectively assessed and developed			program during	
	methods designed to prevent employer			the 2017-18	
	liability and labor relation issues (anti-			assessment cycle	
	discrimination statutes, employee and			indicated that	
	labor relations, union and non-union			they agreed or	
	environment issues).			strongly agreed	
				that they	
				effectively	
				assessed and	
				developed	
				methods designed	
				to prevent	
				employer liability	
				and labor relation	
				issues (anti-	
				discrimination	
				statutes,	
				employee and	
				labor relations,	
				union and non-	
				union	
				environment	
				issues).	
				issuesj.	



LO 5 - Analyze the eth	nical, legal, and safety challenges faced i	n 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 MEE THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA



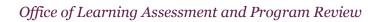


Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section	BA Human Resource Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.	N/A	290	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 Ethics section of the Common Professional	2. MEETS THE ACCEPTABLE TARGET
Direct Measure 2: CPC Comprehensive	90% of BA Human Resources Management students must score 400 or higher on the	276	290	Component comprehensive exam.  276 out of 290 (95.17%) BA	1. EXCEEDS THE ACCEPTABLE
Exam-Score	CPC comprehensive exam.			Human Resources Management students from July 1, 2017 to June 30, 2018 scored 400 or higher on the CPC comprehensive exam.	TARGET





Direct Measure 3:	BA Human Resources Management	N/A	290	On average BA	2. MEETS THE
CPC Comprehensive	students, on average, must score at or			Human Resources	ACCEPTABLE
Exam – Legal	above the average in the Peregrine			Management	TARGET
Environment of	Academic Services (PAS) Online Campus			students scored	
Business Section	and Traditional Campus Aggregate Pools			above the average	
	related to the Legal Environment of			of the Peregrine	
	Business section of the CPC comprehensive			Academic Services	
	exam when compared to other			Online Aggregate	
	competitive programs.			Pool and above	
				the average of the	
				Traditional	
				Aggregate Pool on	
				the Legal	
				Environment of	
				Business section	
				of the Common	
				Professional	
				Component	
				comprehensive	
				exam.	
Direct Measure 4:	70% of BA Human Resources Management	1585	2375	1585 out of 2375	3. DOES NOT MEET
BUS375 Final Project	students must receive a proficient or			(66.74%) of	THE ACCEPTABLE
,	distinguished evaluation on relevant			records evaluated	TARGET
	content criteria mapped to this PLO.			indicate proficient	
	••			or distinguished	
				performance on	
				this key	
				assignment's	
				content criteria	
				mapped to this	





				PLO at the Reinforced level.	
Indirect Measure 1: End of Program Survey PLO5	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 effectively analyzed the ethical, legal, and safety challenges faced in the workplace.	228	235	97.0% of BA Human Resources Management students upon completion of the program during the 2017-18 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed the ethical, legal, and safety challenges faced in the workplace.	1. EXCEEDS THE ACCEPTABLE TARGET



#### **OVERALL RECOMMENDATIONS**

Overall, it is recommended that the Program Chair for the Bachelor of Arts in Human Resources Management review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum

Map in preparation for the 2018-2019 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO. In addition, the Program Chair should consider reviewing BUS375 as the acceptable targets for PLO 5 were not met.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT						
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION		
All PLOs	Continued levels of student achievement on PLOs 1-5.	Program Chair and Faculty.	Complete	June 2019		
Action Details	Because all acceptable targets were met, the Program Chair for the Bachelor of Arts in Human Resources Management and faculty will continue to monitor learning outcomes achievement on all					
	PLOs throughout the 18-19 academic year.  KEY/RESPONSIBLE ANTICIPATED DATE OF					
OUTCOME	MEASURE	PERSONNEL	STATUS	COMPLETION		
All PLOs	All CPC sub-tests for each PLO.	Program Chair and Faculty.	Not started	June 2019		
Action Details	Examine the CPC sub-test to ensure alignment with each PLO.					