

MASTER OF HUMAN RESOURCE MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2017-2018 ACADEMIC YEAR

2017 – 2018 CURF	2017 – 2018 CURRICULUM MAP							
	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5	PLO 6		
	Evaluate organizational needs as strategic business partner in the core areas of Human Resource Management.	Assess change management initiatives to fulfill strategic organizational objectives.	Analyze internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.	Assess issues of diversity as they affect the human resource function.	Construct strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals.	Evaluate regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace.		
BUS 600: Management Communications with Technology Tools			I					
OMM 618: Human Resources Management	ı	ı	I	ı	ı	ı		
OMM 640: Business Ethics & Social Responsibility			R			R		
HRM 610: Employment Law and Labor Relations	ı		R	R		R		
HRM 620: Job Analysis and Design	R		R	R	R	R		
HRM 630: Workforce Planning and Talent Management	R	R	R	R	R	R		
HRM 640: Performance	R	R	R		М	М		

Office of Learning Assessment and Program Review

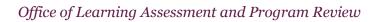


Management: Metrics and Measurement of Human Resources						
HRM 650: Managing a Global and Diverse Workforce	R		R	R	R	М
BUS 661: Leading Organizational Change	R	M	R			R
BUS 680: Training and Development	М	R	R		M	
BUS 681: Compensation and Benefits	М		M	R	M	м
BUS 692: Strategies in Human Resource Management	М	R	R	M	M	М
HRM 660: Organizational Development	М	M	M	M	M	М

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



ANNUAL ASSESSMENT PLAN FINDINGS PLO 1 - Evaluate organizational needs as strategic business partner in the core areas of Human Resource Management. **MEASURE ACCEPTABLE TARGET TOTAL NUMBER** TOTAL **ASSESSMENT** ASSESSMENT **OF STUDENT NUMBER OF RESULTS: RESULTS: RECORDS STUDENT PERCENTAGE OF** 1. EXCEEDS THE **MEETING RECORDS ACCEPTABLE STUDENT ACCEPTABLE OBSERVED TARGET RECORDS TARGET MEETING** 2. MEETS THE **ACCEPTABLE ACCEPTABLE TARGET TARGET** 3. DOES NOT MEET THE ACCEPTABLE **TARGET** 4. INSUFFICIENT DATA





Direct Measure 1: CPC Comprehensive Exam - Advanced HRM III Section	Master of 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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 2: BUS 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 3: BUS 681 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA



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 to be used will be: • I effectively evaluated organizational needs as strategic business partner in the core areas of Human Resource Management.	N/A	N/A	As the data for Master of Human Resource Management, End of Program Survey - PLO1, was not available, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
PLO 2 - Assess Change	: management initiatives to fullili strategi	ic organizational objec	lives.		
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 - Advanced HRM V Section	Master of 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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 2: BUS 661 Week 6 Assignment	70% or higher of MRHM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 3: HRM 660 Week 6 Final Assignment	70% or higher of MRHM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
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	N/A	N/A	As the data for Master of Human Resource	4. INSUFFICIENT DATA





"Agree" or "Strongly Agree." The item to	Management, End
Agree of Strongly Agree. The item to	Wanagement, End
be used will be:	of Program Survey
I effectively assessed change	- PLO2, was not
management initiatives to fulfill strategic	available, findings
organizational objectives.	will not be
	reported for the
	2017-18
	assessment cycle.



PLO 3 - Analyze internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.

organizations.					
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	Master of 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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA

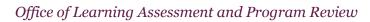




2	700/ 1:1				4 101011551015015
Direct Measure 2:	70% or higher of MHRM student records	N/A	N/A	As the data for	4. INSUFFICIENT
BUS 681 Week 6 Final	must receive a proficient or distinguished			MHRM reflect	DATA
Assignment	evaluation on relevant content criteria			fewer than 10	
	mapped to the mastery level of this PLO.			students and this	
				is a new program,	
				findings will not be	
				reported for the	
				2017-18	
				assessment cycle.	
Direct Measure 3:	70% or higher of MRHM student records	N/A	N/A	As the data for	4. INSUFFICIENT
HRM 660 Week 6 Final	must receive a proficient or distinguished	.,,,,	.,,,,	MHRM reflect	DATA
Assignment	evaluation on relevant content criteria			fewer than 10	571171
7.55.8	mapped to the mastery level of this PLO.			students and this	
	mapped to the mastery level of this res.			is a new program,	
				findings will not be	
				reported for the	
				2017-18	
				assessment cycle.	
Indirect Measure 1:	70% or more of students exiting the	N/A	N/A	As the data for	4. INSUFFICIENT
End of Program Survey	program will express satisfaction on the	N/A	N/A	Master of Human	DATA
PLO3	End of Program Survey by indicating			Resource	DAIA
PLOS	either "Agree" or "Strongly Agree." The			Management, End	
	item to be used will be:			of Program Survey	
				– PLO3, was not	
	I effectively analyzed internal and external business environments and			available, findings	
				will not be	
	management strategies of virtual,			reported for the	
	domestic, and internationally focused			2017-18	
	organizations.			assessment cycle.	
		1		=======================================	



MEASURE	of diversity as they affect the human reso	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 – Advanced HRM II Section	Master of 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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 2: BUS 692 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for	4. INSUFFICIENT DATA





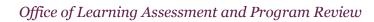
				the 2017-18 assessment cycle.	
Direct Measure 3: HRM 660 Week 6 Final Assignment	70% or higher of MRHM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Indirect Measure 1: End of Program Survey PLO4	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 to be used will be: • I effectively assessed issues of diversity as they affect the human resource function.	N/A	N/A	As the data for Master of Human Resource Management, End of Program Survey - PLO4, was not available, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA



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	ASSESSME RESULTS 1. EXCEEDS ACCEPTAE TARGET 2. MEETS TARGET ACCEPTAE TARGET 3. DOES NOT THE ACCEPT TARGET



Direct Measure 1: CPC Comprehensive Exam - Advanced HRM I Section	Master of 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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 2: BUS 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 3: HRM 640 Week 6 Final Assignment	70% or higher of MRHM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
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 to	N/A	N/A	As the data for Master of Human Resource Management, End	4. INSUFFICIENT DATA





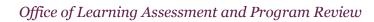
be used will be:	of Program Survey
I effectively constructed strategies for	– PLO5, was not
planning, recruiting, selecting, training, and	available, findings
retaining employees to ensure human	will not be
resources supports organizational goals.	reported for the
	2017-18
	assessment cycle.



PLO 6 - Evaluate regula	atory, legal, and ethical issues when develo	ping and administ	ering policies and	d procedures 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	Master of 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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 2: HRM 640 Week 6 Final Assignment	70% or higher of MRHM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 3: HRM 650 Week 6 Final Assignment	70% or higher of MRHM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Indirect Measure 1: End of Program Survey PLO6	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 to	N/A	N/A	As the data for Master of Human Resource Management, End	4. INSUFFICIENT DATA





be used will be:	of Program Survey
• I effectively evaluated regulatory, legal,	– PLO6, was not
and ethical issues when developing and	available, findings
administering policies and procedures in	will not be
the workplace.	reported for the
	2017-18
	assessment cycle.



OVERALL RECOMMENDATIONS

As the data for MHRM reflect fewer than 10 students and this is a new program, it it recommended to review the assessment plan and curriculum map to determine the appropriateness of the assignments and mapping for each PLO. Also, examine the CPC sub-test to ensure alignment with each PLO.

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 1-6.	Program Chair and Faculty.	Complete	June 2019
Action Details	Because all acceptable targets were met, the Program Chair for the Master of Human Resource Management and faculty will continue to monitor learning outcomes achievement on all PLOs throughout the 18-19 academic year.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF 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.			