GLOBAL CAMPUS

MASTER OF HUMAN RESOURCE MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2021-2022 ACADEMIC YEAR

2021 – 2022 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	I	I	R	I	R
OMM 618: Human Resources Management	I	I	I	I	I	I
OMM 640: Business Ethics & Social Responsibility	I		R	R	R	R
HRM 610: Employment Law and Labor Relations	I		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		M	M

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

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

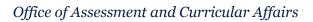| ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Evaluate organizational needs as strategic business partner in the core areas of Human Resource Management.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: 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 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 Advanced HRM III section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=155, Mean=629, **Traditional:** N/A: **Online:** 1770/551	**UAGC:** N=155, Mean=629, **Traditional:** N/A: **Online:** 1770/551	On average MA Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool on the Advanced HRM III section of the Common Professional Component comprehensive exam. *Data was unavailable for the Traditional Aggregate Pool.*	**2. MEETS THE ACCEPTABLE TARGET**
Direct Measure 2: CPC Comprehensive Exam - Score	90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.	153	155	153 out of 155 (98.71%) MA Human Resource Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

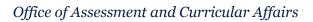|					
Direct Measure 3: BUS 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	733	870	84.3%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: BUS 681 Week 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.	2452	2556	95.9%	**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 to be used will be: • I effectively evaluated organizational needs as strategic business partner in the core areas of Human Resource Management.	145	154	94.2% of MA Human Resource Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated organizational needs as a strategic business partner in the core	**1. EXCEEDS THE ACCEPTABLE TARGET**

				areas of Human Resource Management.	

		PLO 2 - Assess change management initiatives to fulfill strategic organizational objectives.			
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 Advanced HRM V section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=155, Mean=624, **Traditional:** N/A: **Online:** 1680/544	**UAGC:** N=155, Mean=624, **Traditional:** N/A: **Online:** 1680/544	On average MA Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool on the Advanced HRM V section of the Common	**2. MEETS THE ACCEPTABLE TARGET**

				Professional Component comprehensive exam. *Data was unavailable for the Traditional Aggregate Pool.*	
Direct Measure 2: CPC Comprehensive Exam - Score	90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.	153	155	153 out of 155 (98.71%) MA Human Resource Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 3: 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.	876	1172	74.7%	**2. MEETS THE ACCEPTABLE TARGET**
Direct Measure 4: 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.	163	200	81.5%	**1. EXCEEDS THE ACCEPTABLE TARGET**

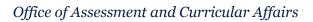| Indirect Measure 1: End of Program Survey PLO2	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item to be used will be: • I effectively assessed change management initiatives to fulfill strategic organizational objectives.	144	154	93.5% of MA Human Resource Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively assessed change management initiatives to fulfill strategic organizational objectives.	**1. EXCEEDS THE ACCEPTABLE TARGET**
PLO 3 - Analyze internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.					

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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 Management section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=155, Mean=686, **Traditional:** 7170/592: **Online:** 32490/610	**UAGC:** N=155, Mean=686, **Traditional:** 7170/592: **Online:** 32490/610	On average MA 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 Management	**2. MEETS THE ACCEPTABLE TARGET**

				section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam - Score	90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.	153	155	153 out of 155 (98.71%) MA Human Resource Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**
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.	3065	3195	95.9%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: 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.	763	900	84.8%	**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 to be used will be:	142	154	92.2% of MA Human Resource Management students upon completion of the	**1. EXCEEDS THE ACCEPTABLE TARGET**

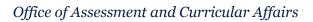|				program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.	
• I effectively analyzed internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.					

PLO 4 - Assess issues of diversity as they affect the human resource function.

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 – 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 Advanced HRM II section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=155, Mean=685, **Traditional:** N/A: **Online:** 1710/597	**UAGC:** N=155, Mean=685, **Traditional:** N/A: **Online:** 1710/597	On average MA Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool on the Advanced HRM II section of the Common Professional Component comprehensive exam. *Data was unavailable for the Traditional Aggregate Pool.*	**2. MEETS THE ACCEPTABLE TARGET**
Direct Measure 2: CPC Comprehensive Exam - Score	90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.	153	155	153 out of 155 (98.71%) MA Human Resource Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

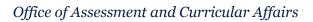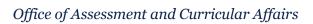|					
Direct Measure 3: BUS 692 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	417	424	98.3%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: HRM 660 Week 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.	578	700	82.3%	**1. EXCEEDS THE ACCEPTABLE TARGET**
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.	144	154	93.5% of MA Human Resource Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively assessed issues of diversity as they affect the human resource function.	**1. EXCEEDS THE ACCEPTABLE TARGET**

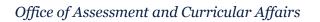| PLO 5 - Construct strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: 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 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 Advanced HRM I section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=155, Mean=682, **Traditional:** N/A: **Online:** 1710/600	**UAGC:** N=155, Mean=682, **Traditional:** N/A: **Online:** 1710/600	On average MA Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool on the Advanced HRM I section of the Common Professional Component comprehensive exam. *Data was unavailable for the Traditional Aggregate Pool.*	**2. MEETS THE ACCEPTABLE TARGET**
Direct Measure 2: CPC Comprehensive Exam - Score	90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.	153	155	153 out of 155 (98.71%) MA Human Resource Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

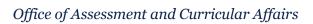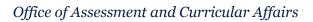| Direct Measure 3: BUS 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	733	870	84.3%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: HRM 640 Week 6 Final 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.	276	296	93.2%	**1. EXCEEDS THE ACCEPTABLE TARGET**
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 be used will be: • I effectively constructed strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals.	146	154	94.8% of MA Human Resource Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively constructed strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources	**1. EXCEEDS THE ACCEPTABLE TARGET**

				supports organizational goals.	

PLO 6 - Evaluate regulatory, legal, and ethical issues when developing and administering policies and 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 Ethics section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=155, Mean=707, **Traditional:** 7170/635: **Online:** 32130/648	**UAGC:** N=155, Mean=707, **Traditional:** 7170/635: **Online:** 32130/648	On average MA 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 Component comprehensive exam.	**2. MEETS THE ACCEPTABLE TARGET**
Direct Measure 2: CPC Comprehensive Exam - Score	90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.	153	155	153 out of 155 (98.71%) MA Human Resource Management students from July 1, 2021 to June 30, 2022 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

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.	270	296	91.2%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: 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.	540	581	93.0%	**1. EXCEEDS THE ACCEPTABLE TARGET**
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 be used will be: • I effectively evaluated regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace.	146	154	94.8% of MA Human Resource Management students upon completion of the program during the 2021-22 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace.	**1. EXCEEDS THE ACCEPTABLE TARGET**

OVERALL RECOMMENDATIONS
As all targets have been met, it is recommended that the Program Lead for the Master of Human Resource Management review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2022-2023 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLOs 1-6	*Continued levels of student achievement on all PLOs.*	*Program Lead, Core Faculty, Assessment*	*Not Started*	*June 2023*
Action Details	*Because all acceptable targets were met, the Program Lead for the Master of Human Resource Management and faculty will review the curriculum map for the 22-23 academic year.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLOs 1-6	*CPC Comprehensive Exam*	*Program Lead, Core Faculty, Assessment*	*Not Started*	*June 2023*
Action Details	*Overall, students are performing above the online and traditional aggregate pools for the CPC Comprehensive Exam sections. The CPC Comprehensive Exam will be reviewed to ensure the sections align to the PLOs.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLOs 1-6	*BUS 681, HRM 640, and HRM 660 Week 6 Final Assignments*	*Program Lead, Core Faculty*	*Not Started*	*June 2023*
Action Details	*Since BUS 681, HRM 640, and HRM 660 are in the process of course development, the Program Lead for the Master of Human Resource Management and faculty will monitor learning outcomes achievement for these courses.*			