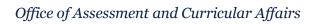


BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2023-2024 ACADEMIC YEAR

| 2023– 2024 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 | | I | | | | |
| BUS 303: Human Resources Management | R | I | I | I | I | | |
| BUS 318: Organizational Behavior | R | | I | | | | |
| ECO 204: Principles of Microeconomics | R | R | | | R | | |
| MGT 435: Organizational Change | R | R | R | | R | | |
| ACC 205: Principles of Accounting | R | | | | R | | |
| BUS 311: Business Law I | R | R | R | R | R | | |
| BUS 330: Principles of Marketing | R | | | | R | | |
| BUS 370: Organizational Development | R | R | | R | R | | |
| BUS 372: Employee and Labor Relations | R | R | М | М | М | | |





| BUS 375: Employee Training | R | R | 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 | М | R | | |
| MGT 490: Strategic Human Resources Planning | М | М | М | М | м |

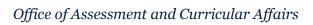
I(INTRODUCED) R (REINFORCED) M (MASTERED)



ANNUAL ASSESSMENT PLAN FINDINGS

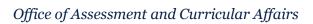
PLO 1 - Evaluate internal and external organizational environments and the impact of their interrelationships on human resource functions.

| 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 |
|---------|-------------------|---|--|--|---|
| | | | | | 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. | UAGC: N=300, Mean=757, Traditional: 42390/630, Online: 47340/653 | UAGC: N=300, Mean=757, Traditional: 42390/630, Online: 47340/653 | 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. | 296 | 300 | 296 out of 300 (98.7%) BA Human Resources Management students from July 1, 2023 to June 30, 2024 scored 400 or higher on the CPC | 1. EXCEEDS THE ACCEPTABLE TARGET |

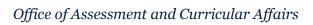




| Direct Measure 3: MGT 490 Final Project | 70% of BA Human Resources Management students must receive a proficient or distinguished evaluation on relevant | 864 | 1022 | comprehensive exam. 84.5% | 1. EXCEEDS THE ACCEPTABLE TARGET |
|--|--|-----|------|--|----------------------------------|
| | content criteria mapped to this PLO. | | | | |
| 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. | 274 | 290 | 94.5% of BA Human Resources Management students upon completion of the program during the 2023-24 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated internal and external organizational environments and the impact of their | 1. EXCEEDS THE ACCEPTABLE TARGET |

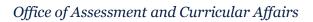


| PLO 2 - Analyze the p development. | rocess of job analysis, staffing, appraisal | and compensation, tra | ining, career pla | interrelationships on human resource functions. nning, and organiza | tional |
|--|---|--|---|--|---|
| MEASURE | ACCEPTABLE TARGET | TOTAL NUMBER OF STUDENT RECORDS MEETING 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 - 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 | UAGC: N=300, Mean=749, Traditional: 43290/609, Online: 53340/644 | UAGC: N=300, Mean=749, Traditional: 43290/609, Online: 53340/644 | On average BA Human Resource Management students scored above the average of the Peregrine Academic Services | 2. MEETS THE ACCEPTABLE TARGET |





| | CPC comprehensive exam when compared to other competitive programs. | | | Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on 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. | 296 | 300 | 296 out of 300 (98.7%) BA Human Resources Management students from July 1, 2023 to June 30, 2024 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. | 1012 | 1247 | 81.2% | 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 | 280 | 293 | 95.6% of BA Human Resources Management | 1. EXCEEDS THE ACCEPTABLE TARGET |





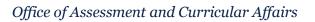
| // // // // // // // // // // // // // | |
|---|---------------------|
| "Agree" or "Strongly Agree." The item | students upon |
| used will be: | completion of the |
| I effectively analyzed the process of job | program during |
| analysis, staffing, appraisal and | the 2023-24 |
| compensation, training, career planning, | assessment cycle |
| and organizational development. | 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. |



| PLO 3 - Examine the i | 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. | UAGC: N=300, Mean=749, Traditional: 43290/609, Online: 53340/644 | UAGC: N=300, Mean=749, Traditional: 43290/609, Online: 53340/644 | 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. | 296 | 300 | 296 out of 300 (98.7%) BA Human Resources Management students from July 1, 2023 to June 30, 2024 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. | 1352 | 1716 | 78.8% | 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 used will be: • I effectively examined the interaction | 279 | 293 | 95.2% of BA Human Resources Management students upon completion of the program during the 2023-24 assessment cycle | 1. EXCEEDS THE ACCEPTABLE TARGET |



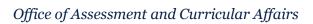


| among management, labor, and labor | | indicated that they | |
|------------------------------------|--|---------------------|--|
| law. | | agreed or strongly | |
| | | agreed that they | |
| | | effectively | |
| | | examined the | |
| | | interaction among | |
| | | management, | |
| | | labor, and labor | |
| | | law. | |



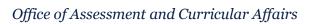
PLO 4 - Assess and develop methods designed to prevent employer liability and labor relation issues (antidiscrimination statutes, employee and labor relations, union and non-union environment issues.

| 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 – Business Ethics 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 Business Ethics section of the CPC comprehensive exam when compared to other competitive programs. | UAGC: N=300, Mean=737, Traditional: 42390/602, Online: 51690/637 | UAGC: N=300, Mean=737, Traditional: 42390/602, Online: 51690/637 | 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 Business Ethics section of the Common | 2. MEETS THE ACCEPTABLE TARGET |





| | | | | 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. | 296 | 300 | 296 out of 300 (98.7%) BA Human Resources Management students from July 1, 2023 to June 30, 2024 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. | 1352 | 1716 | 78.8% | 1. EXCEEDS THE ACCEPTABLE TARGET |

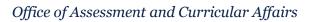




| Indirect Measure 1: End of Program Survey | 70% or more of students exiting the program will express satisfaction on the | 277 | 292 | 94.9% of BA Human Resources | 1. EXCEEDS THE ACCEPTABLE |
|--|--|-----|-----|--------------------------------|---------------------------|
| PLO4 | End of Program Survey by indicating either | | | Management | TARGET |
| | "Agree" or "Strongly Agree." The item | | | students upon | |
| | used will be: | | | completion of the | |
| | I effectively assessed and developed | | | program during | |
| | methods designed to prevent employer | | | the 2023-24 | |
| | 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). | |

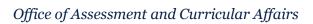


| PLO 5 - Analyze the et | hical, legal, and safety challenges faced in t | he workplace. | | | |
|------------------------|--|---|--|--|---|
| MEASURE | ACCEPTABLE TARGET | TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET | TOTAL NUMBER OF STUDENT RECORDS OBSERVED | ASSESSMENT RESULTS: PERCENTAGE 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 |



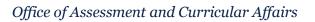


| Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section | BA Human Resource Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs. | UAGC: N=300, Mean=737, Traditional: 42390/602, Online: 51690/637 | UAGC: N=300, Mean=737, Traditional: 42390/602, Online: 51690/637 | 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 Business Ethics 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. | 296 | 300 | 296 out of 300 (98.7%) BA Human Resources Management students from July 1, 2023 to June 30, 2024 scored 400 or higher on the CPC comprehensive exam. | 1. EXCEEDS THE ACCEPTABLE TARGET |





| 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. | UAGC: N=300, Mean=732, Traditional: 50640/648, Online: 43380/642 | UAGC: N=300, Mean=732, Traditional: 50640/648, Online: 43380/642 | 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 proficient or distinguished evaluation on relevant content criteria mapped to this PLO. | 1476 | 1737 | 85.0% | 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 used will be: • I effectively analyzed the ethical, legal, | 268 | 290 | 92.4% of BA Human Resources Management students upon completion of the program during | 1. EXCEEDS THE ACCEPTABLE TARGET |





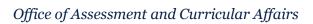
| and safety challenges faced in the | | the 2023-24 | |
|------------------------------------|--|---------------------|--|
| workplace. | | assessment cycle | |
| | | indicated that | |
| | | they agreed or | |
| | | strongly agreed | |
| | | that they | |
| | | effectively | |
| | | analyzed the | |
| | | ethical, legal, and | |
| | | safety challenges | |
| | | faced in the | |
| | | workplace. | |



OVERALL RECOMMENDATIONS

Overall, it is recommended that the Program Lead 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 2024-2025 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 1-5 | Continued levels of student achievement on all PLOs. | Program Lead, Core Faculty, Assessment | Not Started | June 2025 | | |
| Action Details | Because all acceptable targets were met, the Program Lead for the Bachelor of Arts in Human Resources Management and faculty will review the curriculum map and monitor learning outcomes achievement throughout the 24-25 academic year. | | | | | |
| OUTCOME | MEASURE | KEY/RESPONSIBLE PERSONNEL | STATUS | ANTICIPATED DATE OF COMPLETION | | |
| PLOs 1-5 | CPC Comprehensive Exam | Program Lead, Core Faculty, Assessment | Not Started | June 2025 | | |
| 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 1-5 | Final Paper for MGT 490, BUS 434, BUS 372, and BUS 375 | Program Lead, Core Faculty, Assessment | Not Started | June 2025 | | |
| Action Details | Overall, students are exceeding the acceptable target for each written assignment. To ensure alignment with the PLOs, the current assignments used as direct measures will be reviewed as well as other courses in the program. | | | | | |





| ОИТСОМЕ | MEASURE | KEY/RESPONSIBLE PERSONNEL | STATUS | ANTICIPATED DATE OF COMPLETION |
|----------------|---|---|-------------|--------------------------------|
| PLOs 3, 4 | BUS 372 Final Project | Program Lead, Core Faculty, Assessment | In Progress | June 2025 |
| Action Details | Since BUS 372 was recently revis monitor learning outcomes achie | ised, the Program Lead for the Master of Human Resource Management and fact | | |