

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

2023– 2024 CURRICULUM MAP

	PLO 1 Evaluate internal and external organizational environments and the impact of their interrelationships on human resource functions.	PLO 2 Analyze the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.	PLO 3 Examine 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.	PLO 5 Analyze the ethical, legal, and safety challenges faced in the workplace.
<i>MGT 330: Management for Organizations</i>	I		I		
<i>BUS 303: Human Resources Management</i>	R	I	I	I	I
<i>BUS 318: Organizational Behavior</i>	R		I		
<i>ECO 204: Principles of Microeconomics</i>	R	R			R
<i>MGT 435: Organizational Change</i>	R	R	R		R
<i>ACC 205: Principles of Accounting</i>	R				R
<i>BUS 311: Business Law I</i>	R	R	R	R	R
<i>BUS 330: Principles of Marketing</i>	R				R
<i>BUS 370: Organizational Development</i>	R	R		R	R
<i>BUS 372: Employee and Labor Relations</i>	R	R	M	M	M

<i>BUS 375: Employee Training</i>	R	R	R	R	R
<i>HRM 400: Human Resource Technology Management</i>	R	R	R	R	R
<i>BUS 401: Principles of Finance</i>	R				
<i>BUS 434: Compensation and Benefits Management</i>	R	M	R		
<i>MGT 490: Strategic Human Resources Planning</i>	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

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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.	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

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				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.	864	1022	84.5%	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey PLO1	<p>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:</p> <ul style="list-style-type: none"> • 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

				interrelationships on human resource functions.	
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 - 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

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	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

	<p>“Agree” or “Strongly Agree.” The item used will be:</p> <ul style="list-style-type: none">• I effectively analyzed the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.			<p>students upon completion of the program during the 2023-24 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.</p>	
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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.	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

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				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: <ul style="list-style-type: none"> • 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 law.			indicated that they agreed or strongly agreed that they effectively examined the interaction among management, labor, and labor law.	
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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.					
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 PLO4	<p>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:</p> <ul style="list-style-type: none"> • I 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). 	277	292	<p>94.9% 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 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).</p>	1. EXCEEDS THE ACCEPTABLE TARGET
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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

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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

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

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OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLOs 3, 4</i>	<i>BUS 372 Final Project</i>	<i>Program Lead, Core Faculty, Assessment</i>	<i>In Progress</i>	<i>June 2025</i>
<i>Action Details</i>	<i>Since BUS 372 was recently revised, the Program Lead for the Master of Human Resource Management and faculty will monitor learning outcomes achievement for the course.</i>			