

MASTER OF HUMAN RESOURCE MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS

2023-2024 ACADEMIC YEAR

2023 – 2024 CURRICULUM MAP

	PLO 1 Evaluate organizational needs as strategic business partner in the core areas of Human Resource Management.	PLO 2 Assess change management initiatives to fulfill strategic organizational objectives.	PLO 3 Analyze 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.	PLO 5 Construct strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals.	PLO 6 Evaluate regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace.
<i>BUS 600: Management Communications with Technology Tools</i>	I	I	I	R	I	R
<i>OMM 618: Human Resources Management</i>	I	I	I	I	I	I
<i>OMM 640: Business Ethics & Social Responsibility</i>	I		R	R	R	R
<i>HRM 610: Employment Law and Labor Relations</i>	I		R	R		R
<i>HRM 620: Job Analysis and Design</i>	R		R	R	R	R
<i>HRM 630: Workforce Planning and Talent Management</i>	R	R	R	R	R	R
<i>HRM 640: Performance</i>	R	R	R		M	M

<i>Management: Metrics and Measurement of Human Resources</i>						
<i>HRM 650: Managing a Global and Diverse Workforce</i>	R	R	R	R	R	M
<i>BUS 661: Leading Organizational Change</i>	R	M	R			R
<i>BUS 680: Training and Development</i>	M	R	R		M	
<i>BUS 681: Compensation and Benefits</i>	M	M	M	R	M	
<i>HRM 660: Organizational Development</i>	M	M	M	M	M	M
<i>BUS 692: Strategies in Human Resource Management</i>	M	M	M	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 Aggregate Pool related to the Advanced HRM III section of the CPC comprehensive exam when compared to other competitive programs.	UAGC: N=161, Mean=683, Online: 1830/584	UAGC: N=161, Mean=683, Online: 1830/584	On average M 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.	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.	159	161	159 out of 161 (98.8%) M Human Resource 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 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.	1137	1334	85.2%	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.	972	1034	94.0%	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: <ul style="list-style-type: none"> I effectively evaluated organizational needs as strategic business partner in the core areas of Human Resource Management. 	151	161	93.8% of M Human Resource Management students upon completion of the program during the 2023-24 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.	
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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 Aggregate Pool related to the Advanced HRM V section of the CPC comprehensive exam when compared to other competitive programs.	UAGC: N=161, Mean=680, Online: 1800/580	UAGC: N=161, Mean=680, Online: 1800/580	On average M 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.	
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.	159	161	159 out of 161 (98.8%) M Human Resource 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 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.	966	1130	85.5%	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.	937	1068	87.7%	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.	147	161	91.3% of M Human Resource Management students upon completion of the program during the 2023-24 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.					

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 Management section of the CPC comprehensive exam when compared to other competitive programs.	UAGC: N=161, Mean=724, Traditional: 6210/618: Online: 36030/648	UAGC: N=161, Mean=724, Traditional: 6210/618: Online: 36030/648	On average M 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 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.	159	161	159 out of 161 (98.8%) M Human Resource 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 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.	972	1034	94.0%	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.	937	1068	87.7%	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:	147	161	91.3% of M Human Resource Management students upon completion of the	1. EXCEEDS THE ACCEPTABLE TARGET

	<ul style="list-style-type: none"> I effectively analyzed internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations. 			<p>program during the 2022-23 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.</p>	
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 Aggregate Pool related to the Advanced HRM II section of the CPC comprehensive exam when compared to other competitive programs.	UAGC: N=161, Mean=683, Online: 1770/621	UAGC: N=161, Mean=683, Online: 1770/621	On average M 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.	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.	159	161	159 out of 161 (98.8%) M Human Resource 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 692 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished	888	975	91.1%	1. EXCEEDS THE ACCEPTABLE TARGET

	evaluation on relevant content criteria mapped to the mastery level of this PLO.				
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.	937	1068	87.7%	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 to be used will be:</p> <ul style="list-style-type: none"> • I effectively assessed issues of diversity as they affect the human resource function. 	151	161	93.8% of M Human Resource Management students upon completion of the program during the 2023-24 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=161, Mean=704, Online: 1830/626	UAGC: N=161, Mean=704, Online: 1830/626	On average M 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.	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.	159	161	159 out of 161 (98.8%) M Human Resource 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 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished	1187	1386	85.6%	1. EXCEEDS THE ACCEPTABLE TARGET

	evaluation on relevant content criteria mapped to the mastery level of this PLO.				
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.	982	1106	88.8%	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey PLO5	<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 to be used will be:</p> <ul style="list-style-type: none"> • I effectively constructed strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals. 	148	161	91.9% of M Human Resource Management students upon completion of the program during the 2023-24 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 supports	1. EXCEEDS THE ACCEPTABLE TARGET

				organizational goals.	
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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=161, Mean=723, Traditional: 6510/655: Online: 36900/680	UAGC: N=161, Mean=723, Traditional: 6510/655: Online: 36900/680	On average M 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 Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.	159	161	159 out of 161 (98.8%) M Human Resource 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: 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.	859	972	88.4%	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.	1374	1563	87.9%	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey PLO6	<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 to be used will be:</p> <ul style="list-style-type: none"> • I effectively evaluated regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace. 	145	161	90.1% of M Human Resource Management students upon completion of the program during the 2023-24 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 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 1-6	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 Master of Human Resource Management and faculty will review the curriculum map and PLO alignment for the 24-25 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 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
PLO 6	HRM 650 Final Assignment	Program Lead, Core Faculty	Not Started	June 2025
Action Details	Since HRM 650 was recently revised, the Program Lead for the Master of Human Resource Management and faculty will monitor learning outcomes achievement for the course.			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION

<i>PLOs 1-6</i>	<i>Final Paper for BUS 680, BUS 681, BUS 661, HRM 660, BUS 692, HRM 640, HRM 650</i>	<i>Program Lead, Core Faculty, Assessment</i>	<i>In Progress</i>	<i>June 2025</i>
<i>Action Details</i>	<i>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.</i>			