MASTER OF HUMAN RESOURCE MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2019-2020 ACADEMIC YEAR

2019 – 2020 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	I	I	I	I	I	I
OMM 640: Business Ethics & Social Responsibility			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	M
BUS 681: Compensation and Benefits	M		M	R	M	M
BUS 692: Strategies in Human Resource Management	M	R	R	M	M	M
HRM 660: Organizational Development	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 and Traditional Campus Aggregate Pools related to the Advanced HRM III section of the CPC comprehensive exam when compared to other competitive programs.	N/A	136	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.	133	136	133 out of 136 (97.79%) MA Human Resources Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam	1. EXCEEDS THE ACCEPTABLE TARGET

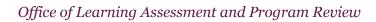|					
Direct Measure 3: BUS 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	1164	1194	1164 out of 1194 (73.02%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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.	719	820	719 out of 820 (87.68%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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	106	110	96.36% of MA Human Resource Management students upon completion of the program during the 2019-20 assessment cycle	1. EXCEEDS THE ACCEPTABLE TARGET

				indicated that they agreed or strongly agreed that they effectively evaluated organizational needs as a strategic business partner in the core areas of Human Resource Management.	
core 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

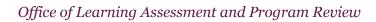|					
Direct Measure 1: CPC Comprehensive Exam - Advanced HRM V Section	Master of Human Resource Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Advanced HRM V section of the CPC comprehensive exam when compared to other competitive programs.	N/A	136	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 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.	133	136	133 out of 136 (97.79%) MA Human Resources Management students from July 1, 2019 to June 30, 2020 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.	153	202	153 out of 202 (75.74%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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.	460	507	460 out of 507 (90.73%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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	103	110	93.64% of MA Human Resource Management students upon completion of the program during the 2019-20	1. EXCEEDS THE ACCEPTABLE TARGET

	management initiatives to fulfill strategic organizational objectives.			assessment cycle indicated that they agreed or strongly agreed that they effectively assessed 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.					
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.	N/A	136	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 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.	133	136	133 out of 136 (97.79%) MA Human Resources Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam	1. EXCEEDS THE ACCEPTABLE TARGET

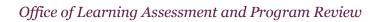|					
Direct Measure 3: BUS 681 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	719	820	719 out of 820 (87.68%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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.	1447	1521	1447 out of 1521 (95.13%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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: • I effectively analyzed internal and external business environments and	104	110	94.55% of MA Human Resource Management students upon completion of the program during the 2019-20 assessment cycle	1. EXCEEDS THE ACCEPTABLE TARGET

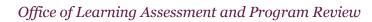|				
	management strategies of virtual, domestic, and internationally focused organizations.			indicated that they agreed or strongly agreed that they effectively analyzed internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.	

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.	N/A	136	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	2. MEETS THE ACCEPTABLE TARGET

				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.	133	136	133 out of 136 (97.79%) MA Human Resources Management students from July 1, 2019 to June 30, 2020 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.	260	270	260 out of 270 (96.30%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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.	1128	1183	1128 out of 1183 (95.35%) of records evaluated indicate proficient or distinguished	1. EXCEEDS THE ACCEPTABLE TARGET

				performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	
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.	103	110	93.64% of MA Human Resource Management students upon completion of the program during the 2019-20 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.	N/A	136	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.	133	136	133 out of 136 (97.79%) MA Human Resources Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam	1. EXCEEDS THE ACCEPTABLE TARGET

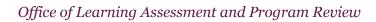|					
Direct Measure 3: BUS 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	447	599	447 out of 599 (74.62%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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.	407	457	407 out of 457 (89.06%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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	104	110	94.55% of MA Human Resource Management students upon completion of the program during the 2019-20	1. EXCEEDS THE ACCEPTABLE TARGET

	retaining employees to ensure human resources supports organizational goals.			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 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

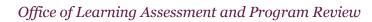|					
Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section	Master of Human Resource Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.	N/A	136	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.	133	136	133 out of 136 (97.79%) MA Human Resources Management students from July 1, 2019 to June 30, 2020 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.	370	457	370 out of 457 (80.96%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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.	351	404	351 out of 404 (86.88%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	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	103	110	93.64% of MA Human Resource Management students upon completion of the program during the 2019-20	1. EXCEEDS THE ACCEPTABLE TARGET

administering policies and procedures in the workplace.			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.	

OVERALL RECOMMENDATIONS

Given the numerous changes that occurred during the 2019-20 academic year, program leads and faculty will monitor the 2019-20 data in conjunction with the 2020-21 academic year data.