

**BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2014-2015 ACADEMIC YEAR**

2014 – 2015 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.
<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			
<i>MGT 435: Organizational Change</i>	R	R	R		I
<i>ACC 205: Principles of Accounting</i>	R				R
<i>BUS 311: Business Law I</i>				I	R
<i>BUS 330: Principles of Marketing</i>		R			
<i>BUS 370: Organizational Development</i>	R	R		R	R
<i>BUS 372: Employee and Labor Relations</i>			R	R	R

<i>BUS 375: Employee Training</i>		R	R		R
<i>PHI 445: Personal and Organizational Ethics</i>				R	M
<i>BUS 401: Principles of Finance</i>	R				
<i>BUS 434: Compensation and Benefits Management</i>	R	R	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

<p>Direct Measure 1: CPC Comprehensive Exam - Business Integration and Strategic Management Section</p>	<p>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.</p>	<p>N/A</p>	<p>334</p>	<p>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 Integration and Strategic Management section of the Common Professional Component comprehensive exam.</p>	<p>2. MEETS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>299</p>	<p>334</p>	<p>299 out of 334 (89.52%) BA Human Resource Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				comprehensive exam (Mean = 572.22, Standard Deviation = 134.91).	
Direct Measure 3: MGT 490 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	915	951	915 out of 951 (96.21%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on the MGT 490 Final Paper content criteria mapped to PLO 1.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	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 understand the learning objectives of my courses. 	232	257	90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the	1. EXCEEDS THE ACCEPTABLE TARGET

				learnings objective of my courses.	
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	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: • The curriculum was relevant to my professional needs.	232	257	90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.	1. EXCEEDS THE ACCEPTABLE TARGET

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 - Business Leadership 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 Leadership section of the CPC comprehensive exam when compared to other competitive programs.	N/A	334	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	3. DOES NOT MEET THE ACCEPTABLE TARGET

				Aggregate Pool on the Business Leadership 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.	299	334	299 out of 334 (89.52%) BA Human Resource Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 572.22, Standard Deviation = 134.91).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 434 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1330	1372	1330 out of 1372 (96.94%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on	1. EXCEEDS THE ACCEPTABLE TARGET

				the BUS 434 Final Paper content criteria mapped to PLO 2.	
Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses	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 understand the learning objectives of my courses. 	232	257	90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the learnings objective of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	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"> • The curriculum was relevant to my professional needs. 	232	257	90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the	1. EXCEEDS THE ACCEPTABLE TARGET

				curriculum was relevant to their professional needs.	
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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.	N/A	334	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.	299	334	299 out of 334 (89.52%) BA Human Resource Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 572.22, Standard Deviation = 134.91).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 372 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	637/1287	660/1377	July 1, 2014 - November 30, 2014: 637 out of 660 (96.55%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished	1. EXCEEDS THE ACCEPTABLE TARGET

				<p>performance on the BUS 372 Final Paper content criteria mapped to PLO 3.</p> <p>December 1, 2014 - June 30, 2015</p> <p>1287 out of 1377 (93.46%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on the BUS 372 Final Paper content criteria mapped to PLO 3.</p>	
<p>Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses</p>	<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 understand the learning objectives of my courses. 	232	257	<p>90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				learnings objective of my courses.	
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	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: • The curriculum was relevant to my professional needs.	232	257	90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.	1. EXCEEDS THE ACCEPTABLE TARGET

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 – Global Dimensions of Business 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 Global Dimensions of Business section of the CPC comprehensive exam when compared to other competitive programs.	N/A	334	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 Global Dimensions of Business section	2. MEETS THE ACCEPTABLE TARGET

				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.	299	334	299 out of 334 (89.52%) BA Human Resource Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 572.22, Standard Deviation = 134.91).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS372 Final Paper	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	637/1287	660/1377	July 1, 2014 - November 30, 2014: 637 out of 660 (96.55%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on the BUS 372 Final	1. EXCEEDS THE ACCEPTABLE TARGET

				<p>Paper content criteria mapped to PLO 4.</p> <p>December 1, 2014 - June 30, 2015: 1287 out of 1377 (93.46%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on the BUS 372 Final Paper content criteria mapped to PLO 4.</p>	
<p>Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses</p>	<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 understand the learning objectives of my courses. 	232	257	<p>90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that they understand the learnings</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				objective of my courses.	
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	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: • The curriculum was relevant to my professional needs.	232	257	90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.	1. EXCEEDS THE ACCEPTABLE TARGET

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

<p>Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section</p>	<p>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.</p>	<p>N/A</p>	<p>334</p>	<p>On average BA Human Resource Management students scored below 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.</p>	<p>3. DOES NOT MEET THE ACCEPTABLE TARGET</p>
<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>299</p>	<p>334</p>	<p>299 out of 334 (89.52%) BA Human Resource Management students from July 1, 2014 to June 30, 2015 scored 400 or higher on the CPC comprehensive exam (Mean = 572.22, Standard</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				Deviation = 134.91).	
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.	N/A	334	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 basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	517/1099	559/1215	July 1, 2014 - September 30, 2014 517 out of 559 (92.48%) BA Human Resources Management records evaluated indicate basic,	1. EXCEEDS THE ACCEPTABLE TARGET

				<p>proficient, or distinguished performance on the BUS 375 Final Paper content criteria mapped to PLO 5.</p> <p>October 1, 2014 - June 30, 2015</p> <p>1099 out of 1215 (90.45%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on the BUS 375 Final Paper content criteria mapped to PLO 5.</p>	
<p>Indirect Measure 1: End of Program Survey - I understand the learning objectives of my courses</p>	<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 understand the learning objectives of my courses. 	232	257	<p>90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				strongly agreed that they understand the learnings objective of my courses.	
Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs	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">• The curriculum was relevant to my professional needs.	232	257	90.27% of BA Human Resource Management students upon completion of the program during the 2014-15 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.	1. EXCEEDS THE ACCEPTABLE TARGET

OVERALL RECOMMENDATIONS

During the 2014-15 assessment cycle, BA Human Resources Management students met the acceptable and ideal targets for all assignment-based direct measures.

In addition, BA Human Resources Management students consistently scored above the average of the Peregrine Academic Services Online and Traditional aggregate pool for the CPC exam on all sections identified as measures of PLOs. However, students failed to meet the acceptable and ideal targets on the overall score of the CPC exam.

Survey-based findings indicate favorable student opinions of their degree program in regards to their understanding of the learning objectives to their courses and to the curriculum meeting the students' professional needs.

Overall, it is recommended that Forbes School of Business Faculty review each program assessment plan (including measures used and targets set) in preparation for the 2015-16 assessment cycle. In particular, review targets set for assignments in courses using Waypoint, CPC Exam sections, and all survey measures to ensure that these targets remain appropriate and meaningful. Following a review of the targets, the Program Chair consider a review of why the students passed all sections scores, but did not pass the overall scores. This may be due to section score targets tied to benchmarking or the other sections that are tested and not used as measures of learning outcomes.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLO2</i>	<i>The revised BUS 434 course guide and Waypoint rubrics. Faculty will then review and compare student learning outcome data related to student achievement of PLO 2 pre- and post-action.</i>	<i>The Academic Department Chair, Faculty</i>	<i>Complete</i>	<i>February 2016</i>
Action Details	<i>Revise Assignments and develop new Waypoint rubrics for BUS 434.</i>			