

**BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS  
2015-2016 ACADEMIC YEAR**

*2015 – 2016 CURRICULUM MAP*

	<b>PLO 1</b>	<b>PLO 2</b>	<b>PLO 3</b>	<b>PLO 4</b>	<b>PLO 5</b>
	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)

<b>ANNUAL ASSESSMENT PLAN FINDINGS</b>					
<b>PLO 1 - Evaluate internal and external organizational environments and the impact of their interrelationships on human resource functions.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</b>

<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>349</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>313</p>	<p>349</p>	<p>313 out of 349 (89.68%) BA Human Resources Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				comprehensive exam (Mean = 575.82, Standard Deviation = 141.23).	
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.	1012	1056	1012 out of 1056 (95.83%) of records evaluated indicate basic, 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 - 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"> <li>I understand the learning objectives of my courses.</li> </ul>	313	341	91.79% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that they understand the	1. EXCEEDS THE ACCEPTABLE TARGET

				learning 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"><li>• The curriculum was relevant to my professional needs.</li></ul>	306	341	89.73% of BA Human Resource Management students upon completion of the program during the 2015-16 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	349	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	2. MEETS 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.	313	349	313 out of 349 (89.68%) BA Human Resources Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 575.82, Standard Deviation = 141.23).	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.	326	354	326 out of 354 (92.09%) of records evaluated indicate basic, proficient, or distinguished performance on this key assignment's	1. EXCEEDS THE ACCEPTABLE TARGET



				content criteria mapped to this PLO at the Reinforced level.	
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"> <li>• I understand the learning objectives of my courses.</li> </ul>	313	341	91.79% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that they understand the learning 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"> <li>• The curriculum was relevant to my professional needs.</li> </ul>	306	341	89.73% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that that the	1. EXCEEDS THE ACCEPTABLE TARGET

				curriculum was relevant to their professional needs.	
<b>PLO 3 - Examine the interaction among management, labor, and labor law.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</b>
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	N/A	349	On average BA Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate	2. MEETS THE ACCEPTABLE TARGET

	CPC comprehensive exam when compared to other competitive programs.			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.	313	349	313 out of 349 (89.68%) BA Human Resources Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 575.82, Standard Deviation = 141.23).	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.	2392	2594	2392 out of 2594 (92.21%) of records evaluated indicate basic, 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 - 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"> <li>I understand the learning objectives of my courses.</li> </ul>	313	341	91.79% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that they understand the learning 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"> <li>The curriculum was relevant to my professional needs.</li> </ul>	306	341	89.73% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that that	1. EXCEEDS THE ACCEPTABLE TARGET

				the curriculum was relevant to their professional needs.	
<b>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.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>1. EXCEEDS THE ACCEPTABLE TARGET</b>  <b>2. MEETS THE ACCEPTABLE TARGET</b>  <b>3. DOES NOT MEET THE ACCEPTABLE TARGET</b>  <b>4. INSUFFICIENT DATA</b>
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	349	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	2. MEETS THE ACCEPTABLE TARGET

				Aggregate Pool on the Global Dimensions of Business 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.	313	349	313 out of 349 (89.68%) BA Human Resources Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 575.82, Standard Deviation = 141.23).	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.	2392	2594	2392 out of 2594 (92.21%) of records evaluated indicate basic, proficient, or distinguished performance on this key	1. EXCEEDS THE ACCEPTABLE TARGET

				assignment's content criteria mapped to this PLO at the Mastered level.	
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"> <li>I understand the learning objectives of my courses.</li> </ul>	313	341	91.79% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that they understand the learning 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"> <li>The curriculum was relevant to my professional needs.</li> </ul>	306	341	89.73% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed	1. EXCEEDS THE ACCEPTABLE TARGET

				that that the curriculum was relevant to their professional needs.	
<b>PLO 5 - Analyze the ethical, legal, and safety challenges faced in the workplace.</b>					
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>349</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 Ethics 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>313</p>	<p>349</p>	<p>313 out of 349 (89.68%) BA Human Resources Management students from July 1, 2015 to June 30, 2016 scored 400 or higher on the CPC comprehensive exam (Mean = 575.82, Standard</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				Deviation = 141.23).	
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	349	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.	1794	1962	1794 out of 1962 (91.44%) of records evaluated indicate basic, proficient, or distinguished performance on this key assignment's	1. EXCEEDS THE ACCEPTABLE TARGET

				content criteria mapped to this PLO at the Reinforced level.	
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"> <li>• I understand the learning objectives of my courses.</li> </ul>	313	341	91.79% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed that they understand the learning 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"> <li>• The curriculum was relevant to my professional needs.</li> </ul>	306	341	89.73% of BA Human Resource Management students upon completion of the program during the 2015-16 assessment cycle indicated that they agreed or strongly agreed	1. EXCEEDS THE ACCEPTABLE TARGET

				that that the curriculum was relevant to their professional needs.	
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<b>OVERALL RECOMMENDATIONS</b>
<p>During the 2015-16 assessment cycle, BA Human Resources Management students met the acceptable and ideal targets for all assignment-based direct measures.</p> <p>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 2016-2017 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.</p>

<b>ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT</b>				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>TBD</i>	<i>The newly developed course and Waypoint rubrics will be reviewed by faculty and compare student learning outcome data pre- and post-action.</i>	<i>Program Chair, Faculty, Program Manager, Assessment Analyst</i>	<i>Complete</i>	<i>April 2017</i>
<b>Action Details</b>	<i>Develop and implement HRM 400: Human Resources Technology Management. Students will be provided a foundation in HRIS, ultimately allowing them to integrate appropriate knowledge and skills relevant to the field of study.</i>			

