

**BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2016-2017 ACADEMIC YEAR**

2016 – 2017 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	I		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>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	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>300</p>	<p>On average BA Human Resources 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 Integration and Strategic Management 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>N/A</p>	<p>N/A</p>	<p>95.33% BA Human Resources Management students from July 1, 2016 to June 30, 2017 scored 400 or higher on the CPC</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				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.	782	876	782 out of 876 (89.27%) 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 - 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. 	267	293	91.13% of BA Human Resources Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.	1. EXCEEDS THE ACCEPTABLE TARGET

<p>Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs</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"> • The curriculum was relevant to my professional needs. 	<p>264</p>	<p>293</p>	<p>90.11% of BA Human Resources Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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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	300	On average BA Human Resources Management students scored below 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.	N/A	N/A	95.33% BA Human Resources Management students from July 1, 2016 to June 30, 2017 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.	758	944	758 out of 944 (80.30%) 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

<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: <ul style="list-style-type: none"> • I understand the learning objectives of my courses. </p>	<p>267</p>	<p>293</p>	<p>91.13% of BA Human Resources Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs</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: <ul style="list-style-type: none"> • The curriculum was relevant to my professional needs. </p>	<p>264</p>	<p>293</p>	<p>90.11% of BA Human Resources Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

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	300	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.	N/A	N/A	95.33% BA Human Resources Management students from July 1, 2016 to June 30, 2017 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.	1877	2241	1877 out of 2241 (83.76%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	1. EXCEEDS THE ACCEPTABLE TARGET

<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. 	<p>267</p>	<p>293</p>	<p>91.13% of BA Human Resources Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs</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"> • The curriculum was relevant to my professional needs. 	<p>264</p>	<p>293</p>	<p>90.11% of BA Human Resources Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

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	300	On average BA Human Resources 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 Global Dimensions of Business section	3. DOES NOT MEET 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.	N/A	N/A	95.33% BA Human Resources Management students from July 1, 2016 to June 30, 2017 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.	1877	2241	1877 out of 2241 (83.76%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey - I understand the	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	267	293	91.13% of BA Human Resources Management students upon	1. EXCEEDS THE ACCEPTABLE TARGET

<p>learning objectives of my courses</p>	<p>used will be:</p> <ul style="list-style-type: none"> • I understand the learning objectives of my courses. 			<p>completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that they understand the learning objective of my courses.</p>	
<p>Indirect Measure 2: End of Program Survey – The curriculum was relevant to my professional needs</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"> • The curriculum was relevant to my professional needs. 	<p>264</p>	<p>293</p>	<p>90.11% of BA Human Resources Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their professional needs.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

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>300</p>	<p>On average BA Human Resources 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>N/A</p>	<p>N/A</p>	<p>95.33% BA Human Resources Management students from July 1, 2016 to June 30, 2017 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>Direct Measure 3: CPC Comprehensive Exam – Legal Environment of Business 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 Legal Environment of Business section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>300</p>	<p>On average BA Human Resources 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 Legal Environment of Business section of the Common Professional Component comprehensive exam.</p>	<p>3. DOES NOT MEET THE ACCEPTABLE TARGET</p>
<p>Direct Measure 4: BUS375 Final Project</p>	<p>70% of BA Human Resources Management students must receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO.</p>	<p>1259</p>	<p>1588</p>	<p>1259 out of 1588 (79.28%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				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: • I understand the learning objectives of my courses.	267	293	91.13% of BA Human Resources Management students upon completion of the program during the 2016-17 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: • The curriculum was relevant to my professional needs.	264	293	90.11% of BA Human Resources Management students upon completion of the program during the 2016-17 assessment cycle indicated that they agreed or strongly agreed that that the curriculum was relevant to their	1. EXCEEDS THE ACCEPTABLE TARGET

				professional needs.	
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OVERALL RECOMMENDATIONS

Because all acceptable targets were met, the Program Chair for the Bachelor of Arts in Human Resources Management and faculty will continue to monitor learning outcomes achievement on PLOs 1-5 throughout the 17-18 academic year.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT

OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
All PLOs	Continued levels of student achievement on PLOs 1-5.	Program Chair and Faculty.	Complete	June 2018
Action Details	Because all acceptable targets were met, the Program Chair for the Bachelor of Arts in Human Resources Management and faculty will continue to monitor learning outcomes achievement on PLO 1 throughout the 17-18 academic year.			