

**MASTER OF HUMAN RESOURCE MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS  
2017-2018 ACADEMIC YEAR**

*2017 – 2018 CURRICULUM MAP*

	<b>PLO 1</b>	<b>PLO 2</b>	<b>PLO 3</b>	<b>PLO 4</b>	<b>PLO 5</b>	<b>PLO 6</b>
	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.
<i>BUS 600: Management Communications with Technology Tools</i>			I			
<i>OMM 618: Human Resources Management</i>	I	I	I	I	I	I
<i>OMM 640: Business Ethics &amp; Social Responsibility</i>			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	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	R	M	M
<i>BUS 692: Strategies in Human Resource Management</i>	M	R	R	M	M	M
<i>HRM 660: Organizational Development</i>	M	M	M	M	M	M

I(INTRODUCED) R(REINFORCED) M(MASTERED)

<b>ANNUAL ASSESSMENT PLAN FINDINGS</b>					
<b>PLO 1 - Evaluate organizational needs as strategic business partner in the core areas of Human Resource Management.</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 - Advanced HRM III Section</p>	<p>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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Direct Measure 2: BUS 680 Week 6 Final Assignment</p>	<p>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.</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Direct Measure 3: BUS 681 Week 6 Final Assignment</p>	<p>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.</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>

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"> <li>• I effectively evaluated organizational needs as strategic business partner in the core areas of Human Resource Management.</li> </ul>	N/A	N/A	As the data for Master of Human Resource Management, End of Program Survey - PLO1, was not available, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
<b>PLO 2 - Assess change management initiatives to fulfill strategic organizational objectives.</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 - Advanced HRM V Section</p>	<p>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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Direct Measure 2: BUS 661 Week 6 Assignment</p>	<p>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.</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Direct Measure 3: HRM 660 Week 6 Final Assignment</p>	<p>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.</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Indirect Measure 1: End of Program Survey PLO2</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for Master of Human Resource</p>	<p>4. INSUFFICIENT DATA</p>

	<p>“Agree” or “Strongly Agree.” The item to be used will be:</p> <ul style="list-style-type: none"><li>• I effectively assessed change management initiatives to fulfill strategic organizational objectives.</li></ul>			<p>Management, End of Program Survey - PLO2, was not available, findings will not be reported for the 2017-18 assessment cycle.</p>	
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<b>PLO 3 - Analyze internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.</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	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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA



<p>Direct Measure 2: BUS 681 Week 6 Final Assignment</p>	<p>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.</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Direct Measure 3: HRM 660 Week 6 Final Assignment</p>	<p>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.</p>	<p>N/A</p>	<p>N/A</p>	<p>As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Indirect Measure 1: End of Program Survey PLO3</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 to be used will be:</p> <ul style="list-style-type: none"> <li>• I effectively analyzed internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.</li> </ul>	<p>N/A</p>	<p>N/A</p>	<p>As the data for Master of Human Resource Management, End of Program Survey – PLO3, was not available, findings will not be reported for the 2017-18 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</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 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.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 2: 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.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for	4. INSUFFICIENT DATA

				the 2017-18 assessment cycle.	
Direct Measure 3: 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.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
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: <ul style="list-style-type: none"> <li>I effectively assessed issues of diversity as they affect the human resource function.</li> </ul>	N/A	N/A	As the data for Master of Human Resource Management, End of Program Survey - PLO4, was not available, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA

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 Business Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 2: 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.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
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.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
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	N/A	N/A	As the data for Master of Human Resource Management, End	4. INSUFFICIENT DATA

	be used will be: <ul style="list-style-type: none"><li>• I effectively constructed strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals.</li></ul>			of Program Survey – PLO5, was not available, findings will not be reported for the 2017-18 assessment cycle.	
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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 Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 2: 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.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
Direct Measure 3: 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.	N/A	N/A	As the data for MHRM reflect fewer than 10 students and this is a new program, findings will not be reported for the 2017-18 assessment cycle.	4. INSUFFICIENT DATA
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	N/A	N/A	As the data for Master of Human Resource Management, End	4. INSUFFICIENT DATA



	<p>be used will be:</p> <ul style="list-style-type: none"><li>• I effectively evaluated regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace.</li></ul>			<p>of Program Survey – PLO6, was not available, findings will not be reported for the 2017-18 assessment cycle.</p>	
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<b>OVERALL RECOMMENDATIONS</b>				
<p>As the data for MHRM reflect fewer than 10 students and this is a new program, it is recommended to review the assessment plan and curriculum map to determine the appropriateness of the assignments and mapping for each PLO. Also, examine the CPC sub-test to ensure alignment with each PLO.</p>				

<b>ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT</b>				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>All PLOs</i>	<i>Continued levels of student achievement on PLOs 1-6.</i>	<i>Program Chair and Faculty.</i>	<i>Complete</i>	<i>June 2019</i>
<i>Action Details</i>	<i>Because all acceptable targets were met, the Program Chair for the Master of Human Resource Management and faculty will continue to monitor learning outcomes achievement on all PLOs throughout the 18-19 academic year.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>All PLOs</i>	<i>All CPC sub-tests for each PLO.</i>	<i>Program Chair and Faculty.</i>	<i>Not started</i>	<i>June 2019</i>
<i>Action Details</i>	<i>Examine the CPC sub-test to ensure alignment with each PLO.</i>			