

**MASTER OF HUMAN RESOURCE MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2018-2019 ACADEMIC YEAR**

2018 – 2019 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.
<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 & 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)

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

<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 2018-19 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Direct Measure 2: CPC Comprehensive Exam - Score</p>	<p>90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>30</p>	<p>31</p>	<p>30 out of 31 (96.77%) MA Human Resources Management students from July 1, 2018 to June 30, 2019 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 3: 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>1520</p>	<p>2080</p>	<p>1520 out of 2080 (73.08%) 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 Mastered level.	
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.	555	693	555 out of 693 (80.09%) 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: <ul style="list-style-type: none"> I effectively evaluated organizational needs as strategic business partner in the core areas of Human Resource Management. 	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 2018-19 assessment cycle.	4. INSUFFICIENT DATA

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 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 Master of Human Resource Management, CPC Advanced HRM V Section, was not available, findings will not be reported for the 2018-19 assessment cycle.	4. INSUFFICIENT DATA

<p>Direct Measure 2: CPC Comprehensive Exam - Score</p>	<p>90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>30</p>	<p>31</p>	<p>30 out of 31 (96.77%) MA Human Resources Management students from July 1, 2018 to June 30, 2019 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 3: 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 Master of Human Resource Management, BUS661 - PLO2, was not available, findings will not be reported for the 2018-19 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Direct Measure 4: 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>24</p>	<p>24</p>	<p>24 out of 24 (100.00%) 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 Mastered level.	
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: <ul style="list-style-type: none"> I effectively assessed change management initiatives to fulfill strategic organizational objectives. 	N/A	N/A	As the data for Master of Human Resource Management, End of Program Survey – PLO2, was not available, findings will not be reported for the 2018-19 assessment cycle.	4. INSUFFICIENT DATA

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 Business Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	31	On average Master of Human Resource Management students scored below the average of the Peregrine Academic Services Online Aggregate Pool and below the average of the	3. DOES NOT MEET THE ACCEPTABLE TARGET

				Traditional Aggregate Pool on the Management of Business section of the Common Professional Component comprehensive exam.	
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.	30	31	30 out of 31 (96.77%) MA Human Resources Management students from July 1, 2018 to June 30, 2019 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.	735	895	735 out of 895 (82.12%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this	1. EXCEEDS THE ACCEPTABLE TARGET

				PLO at the Mastered level.	
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.	144	144	144 out of 144 (100.00%) 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: <ul style="list-style-type: none"> I effectively analyzed internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations. 	N/A	N/A	As the data for Master of Human Resource Management, End of Program Survey – PLO3, was not available, findings will not be reported for the 2018-19 assessment cycle.	4. INSUFFICIENT DATA

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 Master of Human Resource Management, CPC Advanced HRM II Section, was not available, findings will not be reported for the 2018-19 assessment cycle.	4. INSUFFICIENT DATA

<p>Direct Measure 2: CPC Comprehensive Exam - Score</p>	<p>90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>30</p>	<p>31</p>	<p>30 out of 31 (96.77%) MA Human Resources Management students from July 1, 2018 to June 30, 2019 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 3: BUS 692 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>41</p>	<p>42</p>	<p>41 out of 42 (97.62%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 4: 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>80</p>	<p>80</p>	<p>80 out of 80 (100.00%) of records evaluated indicate proficient or distinguished performance on this key assignment's</p>	<p>4. INSUFFICIENT DATA</p>

				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: <ul style="list-style-type: none"> • I effectively assessed issues of diversity as they affect the human resource function. 	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 2018-19 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

<p>Direct Measure 1: CPC Comprehensive Exam - Advanced HRM I 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 Master of Human Resource Management, CPC Advanced HRM I Section, was not available, findings will not be reported for the 2018-19 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>
<p>Direct Measure 2: CPC Comprehensive Exam - Score</p>	<p>90% of Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>30</p>	<p>31</p>	<p>30 out of 31 (96.77%) MA Human Resources Management students from July 1, 2018 to June 30, 2019 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 3: 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>1216</p>	<p>1664</p>	<p>1216 out of 1664 (73.08%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				mapped to this PLO at the Mastered level.	
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.	235	260	235 out of 260 (90.38%) 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: <ul style="list-style-type: none"> I effectively constructed strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals. 	N/A	N/A	As the data for Master of Human Resource Management, End of Program Survey – PLO5, was not available, findings will not be reported for the 2018-19 assessment cycle.	4. INSUFFICIENT DATA

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

<p>Direct Measure 1: CPC Comprehensive Exam - Business Ethics 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>31</p>	<p>On average Master of Human Resource Management students scored below the average of the Peregrine Academic Services Online Aggregate Pool and below 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 Master of Human Resource Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>30</p>	<p>31</p>	<p>30 out of 31 (96.77%) MA Human Resources Management students from July 1, 2018 to June 30, 2019 scored 400 or higher on the CPC comprehensive exam.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

<p>Direct Measure 3: HRM 640 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>201</p>	<p>260</p>	<p>201 out of 260 (77.31%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 4: HRM 650 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>134</p>	<p>156</p>	<p>134 out of 156 (85.90%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 1: End of Program Survey PLO6</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"> • I effectively evaluated regulatory, legal, and ethical issues when developing and 	<p>N/A</p>	<p>N/A</p>	<p>As the data for Master of Human Resource Management, End of Program Survey – PLO6, was not available, findings</p>	<p>4. INSUFFICIENT DATA</p>

	administering policies and procedures in the workplace.			will not be reported for the 2018-19 assessment cycle.	
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OVERALL RECOMMENDATIONS

Overall, it is recommended that the Program Chair for the Master of Human Resource Management review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2019-2020 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

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 1-6.	Program Chair and Faculty.	Complete	June 2020
Action Details	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 19-20 academic year.			