

BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2022-2023 ACADEMIC YEAR

2022– 2023 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			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>	R	R	R	R	R
<i>BUS 330: Principles of Marketing</i>	R				R
<i>BUS 370: Organizational Development</i>	R	R		R	R
<i>BUS 372: Employee and Labor Relations</i>	R	R	R	R	R

<i>BUS 375: Employee Training</i>	R	R	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	M	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>UAGC: N=310, Mean=767, Traditional: 41550/625, Online: 41310/645</p>	<p>UAGC: N=310, Mean=767, Traditional: 41550/625, Online: 41310/645</p>	<p>On average BA Human Resources 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>306</p>	<p>310</p>	<p>306 out of 310 (98.7%) BA Human Resources Management students from July 1, 2022 to June 30, 2023 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.	813	884	92.0%	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 used will be: <ul style="list-style-type: none"> • I effectively evaluated internal and external organizational environments and the impact of their interrelationships on human resource functions. 	296	311	95.2% of BA Human Resources Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated internal and external organizational environments and the impact of their	1. EXCEEDS THE ACCEPTABLE TARGET

				interrelationships on human resource functions.	
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 - 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	UAGC: N=310, Mean=742, Traditional: 41460/595, Online: 45870/630	UAGC: N=310, Mean=742, Traditional: 41460/595, Online: 45870/630	On average BA Human Resource Management students scored above the average of the Peregrine Academic Services	2. MEETS THE ACCEPTABLE TARGET

	CPC comprehensive exam when compared to other competitive programs.			Online Aggregate 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.	306	310	306 out of 310 (98.7%) BA Human Resources Management students from July 1, 2022 to June 30, 2023 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.	806	1065	75.7%	1. EXCEEDS THE ACCEPTABLE TARGET
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	304	310	98.1% of BA Human Resources Management	1. EXCEEDS THE ACCEPTABLE TARGET

	<p>“Agree” or “Strongly Agree.” The item used will be:</p> <ul style="list-style-type: none"> • I effectively analyzed the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development. 			<p>students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.</p>
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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.	UAGC: N=310, Mean=742, Traditional: 41460/595, Online: 45870/630	UAGC: N=310, Mean=742, Traditional: 41460/595, Online: 45870/630	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.	306	310	306 out of 310 (98.7%) BA Human Resources Management students from July 1, 2022 to June 30, 2023 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.	1237	1466	84.4%	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 used will be: <ul style="list-style-type: none"> • I effectively examined the interaction 	297	309	96.1% of BA Human Resources Management students upon completion of the program during the 2022-23 assessment cycle	1. EXCEEDS THE ACCEPTABLE TARGET

	among management, labor, and labor law.			indicated that they agreed or strongly agreed that they effectively examined the interaction among management, labor, and labor law.	
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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 – Business Ethics 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 Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.	UAGC: N=310, Mean=755, Traditional: 40530/593, Online: 44850/628	UAGC: N=310, Mean=755, Traditional: 40530/593, Online: 44850/628	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	2. MEETS THE ACCEPTABLE TARGET

				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.	306	310	306 out of 310 (98.7%) BA Human Resources Management students from July 1, 2022 to June 30, 2023 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.	1237	1466	84.4%	1. EXCEEDS THE ACCEPTABLE TARGET

<p>Indirect Measure 1: End of Program Survey PLO4</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 effectively assessed and developed methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union and non-union environment issues). 	<p>295</p>	<p>307</p>	<p>96.1% of BA Human Resources Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively assessed and developed methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union and non-union environment issues).</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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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>UAGC: N=310, Mean=755, Traditional: 40530/593, Online: 44850/628</p>	<p>UAGC: N=310, Mean=755, Traditional: 40530/593, Online: 44850/628</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>306</p>	<p>310</p>	<p>306 out of 310 (98.7%) BA Human Resources Management students from July 1, 2022 to June 30, 2023 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>UAGC: N=309, Mean=724, Traditional: 41490/605: Online: 43380/642</p>	<p>UAGC: N=309, Mean=724, Traditional: 41490/605: Online: 43380/642</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 Legal Environment of Business section of the Common Professional Component comprehensive exam.</p>	<p>2. MEETS 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>1133</p>	<p>1461</p>	<p>77.5%</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 1: End of Program Survey PLO5</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 effectively analyzed the ethical, legal, </p>	<p>297</p>	<p>304</p>	<p>97.7% of BA Human Resources Management students upon completion of the program during</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

	and safety challenges faced in the workplace.			the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed the ethical, legal, and safety challenges faced in the workplace.	
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OVERALL RECOMMENDATIONS
<p><i>Overall, it is recommended that the Program Lead for the Bachelor of Arts in Human Resources Management review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2023-2024 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.</i></p>

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLOs 1-5</i>	<i>Continued levels of student achievement on all PLOs.</i>	<i>Program Chair, Core Faculty, Assessment</i>	<i>Not Started</i>	<i>June 2024</i>
<i>Action Details</i>	<i>Because all acceptable targets were met, the Program Chair for the Bachelor of Arts in Human Resources Management and faculty will review the curriculum map and monitor learning outcomes achievement throughout the 23-24 academic year.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLOs 1-5</i>	<i>CPC Comprehensive Exam</i>	<i>Program Chair, Core Faculty, Assessment</i>	<i>Not Started</i>	<i>June 2024</i>
<i>Action Details</i>	<i>Overall, students are performing above the online and traditional aggregate pools for the CPC Comprehensive Exam sections. The CPC Comprehensive Exam will be reviewed to ensure the sections align to the PLOs.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLOs 1-5</i>	<i>Final Paper for MGT 490, BUS 434, BUS 372, and BUS 375</i>	<i>Program Chair, Core Faculty, Assessment</i>	<i>Not Started</i>	<i>June 2024</i>

<i>Action Details</i>	<i>Overall, students are exceeding the acceptable target for each written assignment. To ensure alignment with the PLOs, the current assignments used as direct measures will be reviewed as well as other courses in the program.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLOs 2</i>	<i>BUS 434 Final Project</i>	<i>Program Chair, Core Faculty, Assessment</i>	<i>In Progress</i>	<i>June 2024</i>
<i>Action Details</i>	<i>Students have met or exceeded the acceptable target for all measures. However, student performance for the BUS 434 Final Project is lower than other courses in the program. The Program Chair for the Bachelor of Arts in Human Resources Management and faculty will review the data, assignment criteria, and language for the final project and revise the assignment if needed.</i>			