MASTER OF HUMAN RESOURCE MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2022-2023 ACADEMIC YEAR

2022 – 2023 CURRICULUM MAP

	PLO 1 Evaluate organizational needs as strategic business partner in the core areas of Human Resource Management.	PLO 2 Assess change management initiatives to fulfill strategic organizational objectives.	PLO 3 Analyze internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.	PLO 4 Assess issues of diversity as they affect the human resource function.	PLO 5 Construct strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals.	PLO 6 Evaluate regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace.
BUS 600: Management Communications with Technology Tools	I	I	I	R	I	R
OMM 618: Human Resources Management	I	I	I	I	I	I
OMM 640: Business Ethics & Social Responsibility	I		R	R	R	R
HRM 610: Employment Law and Labor Relations	I		R	R		R
HRM 620: Job Analysis and Design	R		R	R	R	R
HRM 630: Workforce Planning and Talent Management	R	R	R	R	R	R
HRM 640: Performance	R	R	R		M	M

Management: Metrics and Measurement of Human Resources						
HRM 650: Managing a Global and Diverse Workforce	R		R	R	R	M
BUS 661: Leading Organizational Change	R	M	R			R
BUS 680: Training and Development	M	R	R		M	
BUS 681: Compensation and Benefits	M	M	M	R	M	
HRM 660: Organizational Development	M	M	M	M	M	M
BUS 692: Strategies in Human Resource Management	M	M	M	M	M	M

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

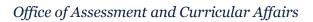| ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Evaluate organizational needs as strategic business partner in the core areas of Human Resource Management.					
MEASURE	**ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET**	**TOTAL NUMBER OF STUDENT RECORDS OBSERVED**	**ASSESSMENT 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**

Direct Measure 1: CPC Comprehensive Exam - Advanced HRM III 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 Advanced HRM III section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=129, Mean=626, **Traditional:** N/A, **Online:** 1710/611	**UAGC:** N=129, Mean=626, **Traditional:** N/A, **Online:** 1710/611	On average M Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool on the Advanced HRM III section of the Common Professional Component comprehensive exam. *Data was unavailable for the Traditional Aggregate Pool.*	**2. MEETS THE ACCEPTABLE TARGET**
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.	127	129	127 out of 129 (98.4%) M Human Resource Management students from July 1, 2022 to June 30, 2023 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

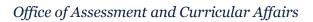|					
Direct Measure 3: BUS 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	1054	1192	81.8%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: BUS 681 Week 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.	469	495	94.7%	**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: • I effectively evaluated organizational needs as strategic business partner in the core areas of Human Resource Management.	118	128	92.2% of M Human Resource Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated organizational needs as a strategic business partner in the core	**1. EXCEEDS THE ACCEPTABLE TARGET**

			areas of Human Resource Management.	

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 Advanced HRM V section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=129, Mean=671, **Traditional:** N/A, **Online:** 1740/564	**UAGC:** N=129, Mean=671, **Traditional:** N/A, **Online:** 1740/564	On average M Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool on the Advanced HRM V section of the Common	**2. MEETS THE ACCEPTABLE TARGET**

				Professional Component comprehensive exam. *Data was unavailable for the Traditional Aggregate Pool.*	
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.	127	129	127 out of 129 (98.4%) M Human Resource 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 661 Week 6 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.	587	677	86.7%	**1. EXCEEDS THE ACCEPTABLE TARGET**
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.	464	506	91.7%	**1. EXCEEDS THE ACCEPTABLE TARGET**

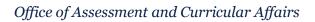| Indirect Measure 1: End of Program Survey PLO2	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item to be used will be: • I effectively assessed change management initiatives to fulfill strategic organizational objectives.	117	128	91.4% of M Human Resource Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively assessed change management initiatives to fulfill strategic organizational objectives.	**1. EXCEEDS THE ACCEPTABLE TARGET**
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 Management section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=129, Mean=686, **Traditional:** 6540/608: **Online:** 34800/629	**UAGC:** N=129, Mean=686, **Traditional:** 6540/608: **Online:** 34800/629	On average M 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 Management	**2. MEETS THE ACCEPTABLE TARGET**

				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.	127	129	127 out of 129 (98.4%) M Human Resource 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 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.	469	495	94.7%	**1. EXCEEDS THE ACCEPTABLE TARGET**
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.	1042	1122	92.9%	**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:	116	128	90.1% of M Human Resource Management students upon completion of the	**1. EXCEEDS THE ACCEPTABLE TARGET**

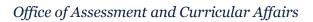|				program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.	
• I effectively analyzed internal and external business environments and management strategies of virtual, domestic, and internationally focused organizations.					

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

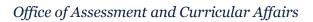| Direct Measure 1: CPC Comprehensive Exam – Advanced HRM II Section	Master of Human Resource Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Advanced HRM II section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=129, Mean=688, **Traditional:** N/A, **Online:** 1710/611	**UAGC:** N=129, Mean=688, **Traditional:** N/A, **Online:** 1710/611	On average M Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool on the Advanced HRM II section of the Common Professional Component comprehensive exam. *Data was unavailable for the Traditional Aggregate Pool.*	**2. MEETS THE ACCEPTABLE TARGET**
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.	127	129	127 out of 129 (98.4%) M Human Resource Management students from July 1, 2022 to June 30, 2023 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

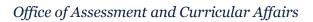|					
Direct Measure 3: BUS 692 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	291	315	85.1%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: HRM 660 Week 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.	882	946	93.2%	**1. EXCEEDS THE ACCEPTABLE TARGET**
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: • I effectively assessed issues of diversity as they affect the human resource function.	117	128	91.4% of M Human Resource Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively assessed issues of diversity as they affect the human resource function.	**1. EXCEEDS THE ACCEPTABLE TARGET**

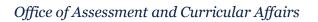| PLO 5 - Construct strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: 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 Advanced HRM I section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=129, Mean=722, **Traditional:** N/A, **Online:** 1740/564	**UAGC:** N=129, Mean=722, **Traditional:** N/A, **Online:** 1740/564	On average M Human Resource Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool on the Advanced HRM I section of the Common Professional Component comprehensive exam. *Data was unavailable for the Traditional Aggregate Pool.*	**2. MEETS THE ACCEPTABLE TARGET**
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.	127	129	127 out of 129 (98.4%) M Human Resource Management students from July 1, 2022 to June 30, 2023 scored 400 or higher on the CPC comprehensive exam.	**1. EXCEEDS THE ACCEPTABLE TARGET**

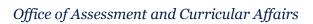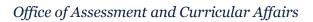|					
Direct Measure 3: BUS 680 Week 6 Final Assignment	70% or higher of MHRM student records must receive a proficient or distinguished evaluation on relevant content criteria mapped to the mastery level of this PLO.	1054	1192	81.8%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: HRM 640 Week 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.	308	329	93.6%	**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: • I effectively constructed strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources supports organizational goals.	119	128	93.0% of M Human Resource Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively constructed strategies for planning, recruiting, selecting, training, and retaining employees to ensure human resources	**1. EXCEEDS THE ACCEPTABLE TARGET**

				supports organizational goals.	

	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 Ethics section of the CPC comprehensive exam when compared to other competitive programs.	**UAGC:** N=129, Mean=735, **Traditional:** 6600/648: **Online:** 35070/669	**UAGC:** N=129, Mean=735, **Traditional:** 6600/648: **Online:** 35070/669	On average M 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.	**2. MEETS THE ACCEPTABLE TARGET**
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.	127	129	127 out of 129 (98.4%) M Human Resource 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: 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.	296	327	90.5%	**1. EXCEEDS THE ACCEPTABLE TARGET**
Direct Measure 4: 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.	909	987	92.1%	**1. EXCEEDS THE ACCEPTABLE TARGET**
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 be used will be: • I effectively evaluated regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace.	117	128	91.4% of M Human Resource Management students upon completion of the program during the 2022-23 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated regulatory, legal, and ethical issues when developing and administering policies and procedures in the workplace.	**1. EXCEEDS THE ACCEPTABLE TARGET**

OVERALL RECOMMENDATIONS
As all targets have been met, it is recommended that the Program Lead 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 2023-2024 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**
PLOs 1-6	*Continued levels of student achievement on all PLOs.*	*Program Chair, Core Faculty, Assessment*	*Not Started*	*June 2024*
Action Details	*Because all acceptable targets were met, the Program Chair for the Master of Human Resource Management and faculty will review the curriculum map and PLO alignment for the 23-24 academic year.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLOs 1-6	*CPC Comprehensive Exam*	*Program Chair, Core Faculty, Assessment*	*Not Started*	*June 2024*
Action Details	*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.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**
PLOs 1-6	*BUS 681, HRM 640, and HRM 660 Week 6 Final Assignments*	*Program Chair, Core Faculty*	*Not Started*	*June 2024*
Action Details	*Since BUS HRM 610, HRM 620, HRM 630, OMM 618, and BUS 692 are in the process of course development, the Program Chair for the Master of Human Resource Management and faculty will monitor learning outcomes achievement for these courses.*			
OUTCOME	**MEASURE**	**KEY/RESPONSIBLE PERSONNEL**	**STATUS**	**ANTICIPATED DATE OF COMPLETION**

PLOs 1-6	Final Paper for BUS 680, BUS 681, BUS 661, HRM 660, BUS 692, HRM 640, HRM 650	Program Chair, Core Faculty, Assessment	In Progress	June 2024
Action Details	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.			