

**BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS  
2020-2021 ACADEMIC YEAR**

<i>2020– 2021 CURRICULUM MAP</i>					
	<b>PLO 1</b>	<b>PLO 2</b>	<b>PLO 3</b>	<b>PLO 4</b>	<b>PLO 5</b>
	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	
<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><b>UAGC:</b> N=286, Mean=729, <b>Traditional:</b> 40050/590: <b>Online:</b> 40260/613</p>	<p><b>UAGC:</b> N=286, Mean=729, <b>Traditional:</b> 40050/590: <b>Online:</b> 40260/613</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>277</p>	<p>286</p>	<p>277 out of 286 (96.85%) BA Human Resources Management students from July 1, 2020 to June 30, 2021 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.	974	1077	974 out of 1077 (90.44%) 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 used will be: <ul style="list-style-type: none"> <li>I effectively evaluated internal and external organizational environments and the impact of their interrelationships on human resource functions.</li> </ul>	267	278	96.04% of BA Human Resources Management students upon completion of the program during the 2020-21 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.	
<b>PLO 2 - Analyze the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.</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	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	<b>UAGC:</b> N=286, Mean=704, <b>Traditional:</b> 40020/559: <b>Online:</b> 4368/596	<b>UAGC:</b> N=286, Mean=704, <b>Traditional:</b> 40020/559: <b>Online:</b> 4368/596	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.	277	286	277 out of 286 (96.85%) BA Human Resources Management students from July 1, 2020 to June 30, 2021 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.	522	712	522 out of 712 (73.31%) of records evaluated indicate proficient or distinguished performance on this key assignment's	2. MEETS THE ACCEPTABLE TARGET

				content criteria mapped to this 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 used will be: <ul style="list-style-type: none"> <li>I effectively analyzed the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.</li> </ul>	271	280	96.79% of BA Human Resources Management students upon completion of the program during the 2020-21 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.	1. EXCEEDS THE ACCEPTABLE TARGET



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.	<b>UAGC:</b> N=286, Mean=704, <b>Traditional:</b> 40020/559: <b>Online:</b> 4368/596	<b>UAGC:</b> N=286, Mean=704, <b>Traditional:</b> 40020/559: <b>Online:</b> 4368/596	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.	277	286	277 out of 286 (96.85%) BA Human Resources Management students from July 1, 2020 to June 30, 2021 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.	2512	3059	2512 out of 3059 (82.12%) 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 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 used will be:</p> <ul style="list-style-type: none"> <li>• I effectively examined the interaction among management, labor, and labor law.</li> </ul>	<p>270</p>	<p>281</p>	<p>96.09% of BA Human Resources Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively examined the interaction among management, labor, and labor law.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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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.	<b>UAGC:</b> N=286, Mean=705, <b>Traditional:</b> 39390/548: <b>Online:</b> 42840/587	<b>UAGC:</b> N=286, Mean=705, <b>Traditional:</b> 39390/548: <b>Online:</b> 42840/587	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.	277	286	277 out of 286 (96.85%) BA Human Resources Management students from July 1, 2020 to June 30, 2021 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.	2512	3059	2512 out of 3059 (82.12%) 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 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"> <li>• 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).</li> </ul>	<p>269</p>	<p>280</p>	<p>96.07% of BA Human Resources Management students upon completion of the program during the 2020-21 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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<b>PLO 5 - Analyze the ethical, legal, and safety challenges faced in the workplace.</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 - 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><b>UAGC:</b> N=286, Mean=705, <b>Traditional:</b> 39390/548: <b>Online:</b> 42840/587</p>	<p><b>UAGC:</b> N=286, Mean=705, <b>Traditional:</b> 39390/548: <b>Online:</b> 42840/587</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 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>277</p>	<p>286</p>	<p>277 out of 286 (96.85%) BA Human Resources Management students from July 1, 2020 to June 30, 2021 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>294</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 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>1651</p>	<p>1988</p>	<p>1651 out of 1988 (83.05%) 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 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 used will be: <ul style="list-style-type: none"> <li>I effectively analyzed the ethical, legal, and safety challenges faced in the workplace.</li> </ul>	269	279	96.42% of BA Human Resources Management students upon completion of the program during the 2020-21 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed the ethical, legal, and safety challenges faced in the workplace.	1. EXCEEDS THE ACCEPTABLE TARGET

<b>OVERALL RECOMMENDATIONS</b>				
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 2021-2022 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.				

<b>ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT</b>				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLO 5</i>	<i>MGT 490</i>	<i>Lead Faculty, Core Faculty &amp; Assessment</i>	<i>Not Started</i>	<i>6 months</i>
<b>Action Details</b>	<i>Work with Assessment to conduct review and revision to the CPC Study Guide.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLO 2</i>	<i>BUS 434</i>	<i>Lead Faculty, Core Faculty &amp; Assessment</i>	<i>Not Started</i>	<i>6 months</i>
<b>Action Details</b>	<i>Work with Assessment to provide an example of final project or outline of points to help students in the final project.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLO 2</i>	<i>BUS 434</i>	<i>Lead Faculty, Core Faculty &amp; Assessment</i>	<i>Not Started</i>	<i>6 months</i>
<b>Action Details</b>	<i>Work with assessment to conduct rubric norming to ensure faculty are accurately grading and assessing the final paper.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLO 1</i>	<i>MGT 490</i>	<i>Lead Faculty, Core Faculty &amp; Assessment</i>	<i>Not Started</i>	<i>6 months</i>

<b>Action Details</b>	<i>Work with assessment to conduct rubric norming to ensure faculty are accurately grading and assessing the final paper.</i>
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