

Student Learning Outcomes Committee
Department/Program Assessment Results Report

Department: Management Degree: MSBA in Human Resource Management
Date Submitted: January 2, 2007

The purpose of this report is to communicate the assessment activities that have taken place during the last academic year, as well as how the results are being used to improve student learning at the **program level**. The report should be kept as brief as possible, while answering the following questions:

- I. **Drawing upon the goals and objectives contained in the department/program student learning assessment plan, what was the focus of the department's student learning assessment for the past academic year?**

Since an assessment plan was not specifically required of individual MSBA programs in the past, no assessment plans were on record from Fall 2005. Therefore the focus of this year's assessment activity was to establish a departmental assessment committee and to develop goals and objectives for the MSBA in HRM major. Please see the attached goals and objectives for this major.

- II. **What information was collected, how much, and by whom?**

Not applicable.

- III. **What conclusions were drawn on the basis of the information collected?**

Not applicable.

- IV. **How will the information be used to inform decision-making, planning, and improvement?**

We will be assessing one of the MSBA -- HRM goals for the Spring 07-Fall 07 year.

Report completed by Beth Chung-Herrera Date 1/2/07

Goals and Objectives for the MSBA In HRM (11_3_06)

I. Understand the link between business strategy and human resource management.

- Relevant course: MGT 669.

Objective 1. Understand the link between business strategy, the environment and human resource strategy and practice.

- Assessed via a written semester-long project

II. Ability to evaluate human resource practices in terms of their effectiveness, efficiency, and legality.

- Relevant courses: MGT 669, MGT 670.

Objective 1. Critically evaluate human resource practice in terms of effectiveness and efficiency.

- Assessed via a written semester report in MGT 670
- Assessed via MGT 669 semester project.

Objective 2. Critically evaluate human resource practice in terms of compliance with employment law.

- Assessed via test questions on MGT 670 Exam 1.
- Assessed via MGT 670 semester project.

III. Demonstrate in-depth knowledge of various HR functional areas including selection, performance management, and compensation.

- Relevant courses: MGT 669, MGT 670.

Objective 1. Understanding of the staffing process from the planning stage through placement. Relevant course: MGT 670.

- Assessed via test questions on two mid-term exams and a final exam.
- Assessed via semester project examining an organizational selection system.

Objective 2. Understanding of issues surrounding performance management. Relevant course: MGT 669.

- Assessed via test questions on two mid-term exams and a final exam.

Objective 3. Understanding of issues surrounding compensation decision making and employee motivation. Relevant course: MGT 669.

- Assessed via test questions on final exam.

IV. Demonstrate the ability to effectively communicate thoughts and ideas.

- Relevant courses: MGT 669, MGT 670.

Objective 1. Demonstrate teamwork skills by working effectively with others in group settings.

- Assessed via peer evaluation forms for group semester projects in MGT 669 & MGT 670.

Objective 2. Demonstrate written communication skills.

- Assessed via group semester projects in MGT 669 & MGT 670.
- Assessed via essay questions on exams in MGT 669 & MGT 670.