

**BSBA IN MANAGEMENT - HUMAN RESOURCE MANAGEMENT  
SPECIALIZATION ASSESSMENT PLAN  
(REV. 4/6/15)**

**Mission/Vision Statement**

The mission of the undergraduate program in Management is to educate students on the roles and responsibilities of managing within an organization. For students choosing a concentration in Human Resource Management (HRM), the goal is to provide a foundation of all areas of human resources with an emphasis on selection, compensation, and performance management.

**PROGRAM LEARNING GOALS AND DEGREE LEARNING OUTCOMES**

**I. Demonstrate knowledge of the international nature of management.**

**Degree Learning Outcomes:**

**DLO #1.1:** Identify the cultural dimensions that distinguish different countries on work-related attitudes.

**DLO #1.2:** Analyze how different countries require different strategies.

- **Assessment Method:** Culminating exam (Management Assessment Test (MAT) administered in MGT 405 (capstone course).
- **Assessment Timing:** Every third fall

**II. Demonstrate knowledge of the analysis, formulation and implementation of strategy in established or entrepreneurial organizations.**

**Degree Learning Outcomes:**

**DLO #2.1:** Identify and apply relevant concepts, frameworks, and techniques to identify opportunities and problems of firms competing in a global business context, and formulate and implement appropriate strategies.

**DLO #2.2:** Identify and apply relevant concepts, frameworks, and techniques to identify and address strategic business issues from a general management perspective, cutting across functional areas.

- **Assessment Method:** Culminating exam (Management Assessment Test (MAT)) administered in MGT 405 (capstone course).
- **Assessment Timing:** Every third fall

**III. Demonstrate knowledge of ethical frameworks and theories and how to apply them in business situations.**

**Degree Learning Outcomes:**

**DLO #3.1:** Apply 4-6 ethical theories to current business situations.

**DLO #3.2:** Explain the philosophical arguments for and criticisms of 4-6 ethical theories.

- **Assessment Method:** Essay exam questions in MGT 444
- **Assessment Timing:** Every third fall

#### **IV. Demonstrate knowledge in the area of leadership.**

**Degree Learning Outcomes:**

**DLO #4.1:** Analyze the applicability of leadership skills/practices in different situations.

- **Assessment Method:** Individual paper assignment or exam questions in MGT 475
- **Assessment Timing:** Every third spring

**DLO #4.2:** Describe and apply leadership theories.

- **Assessment Method:** Exam questions in MGT 350
- **Assessment Timing:** Every third fall

#### **V. Demonstrate knowledge of the organizational processes of acquiring, developing, evaluating, and rewarding human resources.**

**Degree Learning Outcomes:**

**DLO #5.1:** Identify issues involved with acquiring human resources including job analysis, HR planning, equal opportunity law, recruitment, and selection.

**DLO #5.2:** Identify issues related to developing, evaluating, and rewarding human resources via training, performance management and compensation systems.

- **Assessment Method:** Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course)
- **Assessment Timing:** Every third fall

#### **VI. Describe and critique the various sources of information used for personnel selection decisions.**

**Degree Learning Outcomes:**

**DLO #6.1:** Recommend preferred method of selection based on organizational need and environmental conditions.

**DLO #6.2:** Define the ways to measure the effectiveness of methods used for selection and placement of human resources.

- **Assessment Method:** Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course) and/or exam questions in MGT 352 and MGT 461
- **Assessment Timing:** Every third fall

## **VII. Identify the decisions involved in establishing a compensation structure.**

### **Degree Learning Outcomes:**

**DLO #7.1:** Distinguish the ways in which employees evaluate the fairness of a compensation structure.

**DLO #7.2:** Identify internal and external factors involved in establishing compensation systems.

- **Assessment Method:** Culminating exam (Management Assessment Test MAT) administered in MGT 405 (capstone course) and/or exam questions in MGT 352 and MGT 462
- **Assessment Timing:** Every third fall

## **DATA COLLECTION STRATEGY**

Data will be collected either by instructors teaching the courses linked to each objective or by instructors teaching the capstone class--MGT 405 [where the Management Assessment Test (MAT) is administered]. All possible sections of those courses will be contacted. Unfortunately, due to unforeseen circumstances, not all sections are always able to provide assessment information for all semesters. Therefore, we have a goal of assessing 50% or more of the relevant sections.

## **CONTINUOUS IMPROVEMENT**

Relevant members of the Management Department will convene after assessment results are collected to review assessment results and to make recommendations for changes prior to the next assessment period. We expect that the average percentage of correct responses across the items in a particular SLO will be 70% for in-class assessment and 60% for outside of class assessment. It is common practice to have a lower passing rate for in-class assessment due to the longer duration of time that elapses between knowledge acquisition and testing. In addition, we aim to continually make our assessment plans more strategic and in alignment with new programs.