Human Resource Management (HRM) Baccalaureate Degree
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ACADEMIC YEAR COVERED BY THIS REPORT: 2021-2022

I. PROGRAM LEARNING OUTCOMES

We characterized our learning outcomes as learning objectives in the Fall2021-Spring2022 academic year and the five objectives were: Students will be able to: 1. Understand the human resource (HR) function and the role it plays in an organization's strategy 2. Understand and identify the specific functional areas within HR (including job analysis, employment laws, recruitment, selection, training, compensation, benefits, performance management, employment and labor relations, workplace health and safety) 3. Describe the internal and external influences on human resources 4. Apply various techniques from each functional area to address organizational problems and issues 5. Identify different employment laws and their application to different HR situations Although we did not have learning outcomes per se during the 2021-2022 year, we do have data that aligns with outcomes easily inferred from the objectives as follows: 1. Students understand the human resource (HR) function and the role it plays in an organization's strategy 2. Students understand and can identify the specific functional areas within HR (including job analysis, employment laws, recruitment, selection, training, compensation, benefits, performance management, employment and labor relations, workplace health and safety) 3. Students can describe the internal and external influences on human resources 4. Students can apply various techniques from each functional area to address organizational problems and issues 5. Students can identify different employment laws and their application to different HR situations

II. PROCEDURES USED FOR ASSESSMENT

A. Direct Assessment

Learning outcome 1 (students understand the human resource (HR) function and the role it plays in an organization's strategy): Students had an exam question in one of their required courses for the HR major that linked the HR function, the process of strategy formation, and firm revenue. Learning outcome 2 (students

understand and can identify the specific functional areas within HR (including job analysis, employment laws, recruitment, selection, training, compensation, benefits, performance management, employment and labor relations, workplace health and safety): Students had six exam questions, which covered: job analysis, recruitment, selection, training, performance management, and compensation. Also, in Fall 2021, in MGT4250, students were asked an exam question on the steps in developing a Total Compensation Strategy. Students were also asked an exam question related to pay rate. Learning outcome 3 (students can describe the internal and external influences on human resources): We do not have a direct assessment of this question from the Fall2021-Spring2022 academic year, only an indirect assessment. Learning outcome 4 (students can apply various techniques from each functional areas to address organizational problems and issues): In MGT 3210, students completed a final integrative case study. Learning outcome 5 (students can identify different employment laws and their application to different HR situations): Students had two bonus quiz questions in LAW4300 in Spring2022 pertaining to this learning outcome, one on the Age Discrimination Act and another on a variety of laws associated with employment.

B. Scoring of Student Work

Learning outcome 1 (students understand the human resource (HR) function and the role it plays in an organization's strategy): The exam question was graded with an answer key. Learning outcome 2 (students understand and can identify the specific functional areas within HR (including job analysis, employment laws, recruitment, selection, training, compensation, benefits, performance management, employment and labor relations, workplace health and safety): The exam questions were scored with an answer key. Learning outcome 3 (students can describe the internal and external influences on human resources): The in-class activity was "scored" as students completed it as part of their team work. A grading rubric was use for the two discussion questions. Learning outcome 4 (students can apply various techniques from each functional areas to address organizational problems and issues): A grading rubric consisting of the following was used for the final integrative case, which asked for an 8-10 page response: (1) reviews HR practice(s) that are relevant to the specific core areas, (2) applies concepts you know to recommend HR decisions, and (3) integrates/draws connections between the HR topics and the decisions you have recommended. Your response will be used as a material for your presentation. Learning outcome 5 (students can identify different employment laws and their application to different HR situations): The quiz questions were graded with an answer key.

C. Indirect Assessment

There was one indirect assessment of learning outcome 1 in the 2021-2022 academic year. An in-class activity based on the attached framework at the end was used to help students understand how the HR function contributes to a firm

strategy by adopting and implementing HR practices that are related to the firm strategy. The in-class activity was "scored" as students completed it as part of their team work. There was also an indirect assessment of learning outcome 3 in the 2021-2022 academic year: an in-class activity where students had to read an article on strategic staffing at Trader Joe's and then discuss and answer the questions posed at the end.

III. ASSESSMENT RESULTS/INFORMATION:

LO1: 100% of students answered the aforementioned quiz question correctly in Fall 2021 and in Spring 2022. 100% of student teams actively engaged in the aforementioned in-class activity in Fall 2021 and in Spring 2022. LO2: 88% of students in Fall 2021 and 93.94% of students in Spring 2022 answered the first exam question (on job analysis) correctly. 100% of students in Fall 2021 and 93.94% of students in Spring 2022 answered the second exam question (on recruitment) correctly. 100% of students in Fall 2021 and 96.15% of students in Spring 2022 answered the third exam question (on selection) correctly. 100% of students in Fall 2021 and 87.88% of students in Spring 2022 answered the fourth exam question (on training) correctly. 100% of students in Fall 2021 and 87.88% of students in Spring 2022 answered the fifth exam question (on performance management) correctly. 100% of students in Fall 2021 and 93.94% of students in Spring 2022 answered the sixth exam question (on compensation) correctly. Also, approximately 94.3% of students got the exam question on the steps in developing a Total Compensation Strategy correct. And, approximately 85.7% of students got the exam question on pay rate correct. LO3: 100% of student teams actively participated in the aforementioned class activity and learned situational factors related to staffing (in both Fall 2021 and Spring 2022). LO4: Average class project score: 132 out of 150 (Fall 2021) Average class project score: 137 out of 150 (Spring 2022). LO5: 60% of students got the Age Discrimination Act quiz question correct and 62% of students got the quiz question on a variety of laws associated with employment correct.

Overall, it seems students had a good understanding of the role of HR in organizations in general and also knew the basics of different functional areas of HR (e.g., staffing and benefits). Students seemed to struggle a bit more when it came to applying the HR knowledge that they learned.

IV. ACTIONS TO IMPROVE STUDENT LEARNING

As previously mentioned, we did not have learning outcomes prepared in advanced of the 2021-2022 academic year. We had learning objectives, but also with that, I found out in Fall 2022 that not all of the faculty were involved in creating the learning objectives during that time. The process of collecting this data brought a lot of conversation around the learning objectives, learning outcomes, and assessment of our department majors and the faculty are very interested in revisiting everything in early 2023. For example, one faculty member already recommends changing learning outcome 5 from "students can identify different employment laws and their application to different HR situations" to "students can identify and apply regulations, laws, and court decisions that impact on the field of Human Resources". The plan moving forward is to have the three faculty and the adjunct who teach in the HR major to meet early in 2023 to reassess the learning objectives and come up with actual learning outcomes (and an assessment plan moving forward) that can be used for future HLC data collection cycles. In addition, more options concerning indirect assessment will be discussed too.

V. SUPPORTING DOCUMENTS

Additional documentation, when provided, is stored in the internal Academic Program Assessment of Student Learning SharePoint site.