

**BSBA IN MANAGEMENT - HUMAN RESOURCE MANAGEMENT
SPECIALIZATION ASSESSMENT PLAN
(REV. 2/27/10)**

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.

GOALS AND STUDENT LEARNING OUTCOMES

I. Employ knowledge of the international nature of management.

Student Learning Outcomes:

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

- Content Delivered in: MGT 350

SLO #1.2: Analyze how different countries require different strategies.

- Content Delivered in: MGT 405

- Assessment Method: Culminating exam (Management Assessment Test (MAT) administered in MGT 405 (capstone course))

II. Analyze, formulate, and develop methods for implementing strategies in established or entrepreneurial organizations.

Student Learning Outcomes:

SLO #2.1: Apply strategic theories and frameworks to organizations in a global context.

- Content Delivered in: MGT 405

SLO #2.2: Integrate functional areas into strategic business problems from a general management perspective.

- Content Delivered in: MGT 401, MGT 405

- Assessment Method: Culminating exam (Management Assessment Test (MAT) administered in MGT 405 (capstone course))

III. Apply ethical frameworks and theories and how to apply them in business situations.

Student Learning Outcomes:

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

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

- Content Delivered in: MGT 356
- Assessment Method: Essay exam questions in MGT 356

IV. Apply leadership theories and competencies in business situations.

Student Learning Outcomes:

SLO #4.1: Describe and apply leadership theories.

- Assessment Method: Exam questions in MGT 350
- Content Delivered in: MGT 350

SLO #4.2: Analyze the applicability of leadership skills/practices in different situations.

- Assessment Method: Individual paper assignment or exam questions in MGT 475
- Content Delivered in: MGT 475

V. Identify issues related to the organizational processes of acquiring, developing, evaluating, and rewarding human resources.

Student Learning Outcomes:

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

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

- Content Delivered in: MGT 352
- Assessment Methods: Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course)

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

Student Learning Outcomes:

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

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

- Content Delivered in: MGT 352, MGT 461
- Assessment Methods: Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course); Short answer/essay exam questions in MGT 352 and 461

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

Student Learning Outcomes:

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

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

- Content Delivered in: MGT 352, MGT 462
- Assessment Method: Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course); Exam questions in MGT 352 and 462

VIII. Identify the activities involved in evaluating and managing employee performance.

Student Learning Outcomes:

SLO #8.1: Describe how to measure employee behaviors and results.

SLO #8.2: Identify criteria for determining the effectiveness of performance measures.

- Content Delivered in: MGT 352, MGT 463
- Assessment Method: Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course); Exam questions in MGT 352 and 463

Assessment Timeline*

GOAL	SLO	1 st Cycle	2 nd Cycle
1	1.1, 1.2, 1.3	Fall 2010	Fall 2013
2	2.1, 2.2	Fall 2011	Fall 2014
3	3.1, 3.2	Fall 2009	Fall 2012
4	4.1, 4.2	Spring 2009 (SLO 4.1) Fall 2009 (SLO 4.2)	Spring 2012 (SLO 4.1) Fall 2012 (SLO 4.2)
5	5.1, 5.2	Fall 2011	Fall 2014
6	6.1, 6.2		
7	7.1, 7.2		
8	8.1, 8.2		

* The timeline represents a three-year cycle. The Management Department will begin assessing the goals that are specific to the human resource management specialization (Goals 6, 7, and 8) once there is a critical mass of students in this specialization.

BSBA Management – Human Resource Management Specialization Map*

<u>Course</u> <u>SLO</u>	<u>MGT</u> <u>350</u>	<u>MGT</u> <u>352</u>	<u>MGT</u> <u>356</u>	<u>MGT</u> <u>401</u>	<u>MGT</u> <u>405</u>	<u>MGT</u> <u>461</u>	<u>MGT</u> <u>462</u>	<u>MGT</u> <u>463</u>	<u>MGT</u> <u>475</u>
1.1	X								
1.2					X				
2.1					X				
2.2				X	X				
3.1			X						
3.2			X						
4.1									X
4.2	X								
5.1		X							
5.2		X							
6.1		X				X			
6.2		X				X			
7.1		X					X		
7.2		X					X		
8.1		X						X	
8.2		X						X	

* X indicates required courses in which content related to the student learning outcome is delivered.

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.

Data will be summarized by department assessment committee members. We currently have functionally diverse committee members who organize the instructors in their respective area. For example, we have a strategy committee member who organizes and coordinates data collection from the strategy instructors regarding relevant student learning outcomes.

CONTINUOUS IMPROVEMENT

The assessment committee will convene after every semester to review assessment results and to make recommendations for changes prior to the next assessment period. We aim to achieve a passing rate of 70% or better for each goal. In addition, we aim to continually make our assessment plans more strategic and in alignment with new programs.