

**MAJOR GOALS AND LEARNING OUTCOMES FOR THE B.S. IN BUSINESS
ADMINISTRATION/MANAGEMENT MAJOR, HUMAN RESOURCES
SPECIALIZATION PROGRAM**

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.

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

SLO #1.3: Explain how business practices vary in different countries.

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.

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

III. Apply ethical frameworks and theories 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.

IV. Apply leadership theories and competencies in business situations.

Student Learning Outcomes:

SLO #4.1: Describe and apply leadership theories.

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

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.

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.

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.

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.