

## **MAJOR GOALS AND LEARNING OUTCOMES FOR THE M.S.B.A. IN BUSINESS ADMINISTRATION/HUMAN RESOURCES PROGRAM**

### **GOALS AND OBJECTIVES FOR MSBA IN HR (10\_16\_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.