

# **Course Student Learning Outcomes Assessment**

**MGMT 135 Human Resource Management**

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## **General Information (Course Student Learning Outcomes Assessment)**

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# Standing Requirements

## 📖 Course Description

Introductory course covers the goals, activities, and challenges of human resources. Includes equal employment opportunity and diversity, recruitment and selection, leadership and motivation, training and development, compensation, employee and labor/management relations.

## 📖 Course Student Learning Outcomes

### MGMT 135 Human Resource Management Outcome Set

Outcome	
Outcome	Mapping
SLO 1 Student will demonstrate knowledge of what encompasses human resource management.	<b>Institutional Student Learning Outcomes:</b> Act 1, Act 2, Act 3, Communicate 1, Communicate 2, Communicate 3, Learn 1, Learn 2, Learn 3, Think 1, Think 2, Think 3
SLO 2 Student will demonstrate knowledge of how to apply equal opportunity, training and development.	<b>Institutional Student Learning Outcomes:</b> Act 1, Act 2, Act 3, Communicate 1, Communicate 2, Communicate 3, Learn 1, Learn 2, Learn 3, Think 1, Think 2, Think 3

## 2014-2015 Assessment Cycle

### Measurements

#### Outcomes and Measures

#### MGMT 135 Human Resource Management Outcome Set

##### Outcome

###### SLO 1

Student will demonstrate knowledge of what encompasses human resource management.

▼ **Measure: SLO #1**  
Course level; Direct - Exam

**Description of Measurement Tool:** Exam 1 and Exam 2  
Objective questions

**Criteria for Success: Individual & Collective Student Criterion:** Success rate:  
70% of students achieve a pass rate of 70%

**Cycle of Assessment:** Fall 2014

**Who is Responsible for Assessment Activity?:** Department Chair and Instructor

###### SLO 2

Student will demonstrate knowledge of how to apply equal opportunity, training and development.

▼ **Measure: SLO #1**  
Course level; Direct - Student Artifact

**Description of Measurement Tool:** Term Paper.

**Criteria for Success: Individual & Collective Student Criterion:** Success:  
70% of students achieve Pass rate of 70%.

**Cycle of Assessment:** Fall 2014

**Who is Responsible for Assessment Activity?:** Department Chair and Instructor

### Findings

#### Finding per Measure

#### MGMT 135 Human Resource Management Outcome Set

##### Outcome

###### SLO 1

Student will demonstrate knowledge of what encompasses human resource management.

▼ **Measure: SLO #1**  
Course level; Direct - Exam

**Description of Measurement Tool:** Exam 1 and Exam 2  
Objective questions

**Criteria for Success: Individual & Collective Student Criterion:** Success rate:  
70% of students achieve a pass rate of 70%

**Cycle of Assessment:** Fall 2014

**Who is Responsible for Assessment Activity?:** Department Chair and Instructor

**Findings for SLO #1**

**Summary of Findings:** Of the 17 students who took both exams, the average score on both exams was 75%. Scores ranged from 90% to 58. Four of the students scored below 70%. Success rate = 76.5%

**Results:** Criteria for Success Achievement Status: Met

**Analysis of Findings:** Performance was slightly lower than the previous semester but was essentially unchanged from the previous term, however fewer students scored below 70%.

**Recommendations:** Increase the difficulty of practice quizzes to more closely resemble the actual exam.

**SLO 2**

Student will demonstrate knowledge of how to apply equal opportunity, training and development.

▼ **Measure: SLO #1**  
Course level; Direct - Student Artifact

**Description of Measurement Tool:** Term Paper.

**Criteria for Success: Individual & Collective Student Criterion:** Success: 70% of students achieve Pass rate of 70%.

**Cycle of Assessment:** Fall 2014

**Who is Responsible for Assessment Activity?:** Department Chair and Instructor

**Findings for SLO #1**

**Summary of Findings:** Of the 16 students who submitted a term paper, the average score was 84%. Scores ranged from 100% to 50%. Four of the 16 students scored below 70%. Four students completed the course but did not submit the assignment. Success rate= 75%

**Results:** Criteria for Success Achievement Status: Met

**Analysis of Findings:** The average score increased from 74% the prior semester to 84%. The introduction of the grading rubric helped students understand the assignment, but may have intimidated others who didn't submit the paper.

**Recommendations:** Continue to provide resources to students who have not done an assignment like this. Review the grading rubric for clarity. Stress the importance of the assignment in the class orientation information.

**Overall Recommendations**

*No text specified*

◆ **Plans of Action**

◆ **Status Reports**

## 2013-2014 Assessment Cycle

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 **Measurements**

 **Findings**

 **Plans of Action**

 **Status Reports**

## 2012-2013 Assessment Cycle

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### Measurements

**Outcomes and Measures**

### Findings

**Finding per Measure**

**Overall Recommendations**

*No text specified*

### Plans of Action

**Actions**

### Status Reports

**Action Statuses**

**Status Summary**

*No text specified*

**Summary of Next Steps**

*No text specified*