

Human Resource Management BBA

Students Will Obtain A Broad Base of Knowledge of Human Resource Management Principles and Practices

Goal Description:

Students need to understand human resource management principles and core practices that affect human resource management decisions, in general, and human resources in organizations, in particular.

Providing Department: Human Resource Management BBA

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

Students Will Understand Topics And Concepts Relating To Compensation

Learning Objective Description:

Identify four (4) components of The Pay Model:

- 1)Internal Equity - alignment, job analysis, job evaluation
- 2)External Competitiveness - designing pay level, pay mix, pay structure
- 3)Employee Contributions - motivation, performance appraisals, pay-for-performance plans
- 4)Managing the Pay System - employee benefits, government, legal, budgetary issues, and wage gap

Attached Files

 [Assessment Report for Compensation Fall 2020.docx](#)

 [Assessment Report for Compensation Fall 2019.docx](#)

RELATED ITEM LEVEL 2

Course Embedded Questions On Exams For Compensation

Indicator Description:

- 1)For MGMT 4330 Compensation, thirty-six (36) questions pertaining to the compensation objectives will be embedded in three (3) examinations administered during the semester.
- 2)Thirty (30) student exams will be selected.

Criterion Description:

- 1)70% of students will answer 70% of embedded questions from a common question set correctly.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Although we did not collect data in our MGMT 4330 Compensation courses, we did collect data in a MGMT 3330 Human Resource Management course to gain some insight with respect to whether or not our students were meeting the learning objective for this topic. In the MGMT 3330 course, we found that students understood 77.59% of the material related to the topic of compensation/benefits.

RELATED ITEM LEVEL 3

Course Embedded Questions On Exams For Compensation.

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Students Will Understand Topics and Concepts Relating to Human Resource Management Practices.

Learning Objective Description:

1)Identify core practices of Human Resource Management:

a)Legal Environment and Job Analysis

b)Recruitment and Selection

c)Training and Development

d)Performance Management

e)Compensation

RELATED ITEM LEVEL 2

Course Embedded Questions On Exams for Human Resource Management Practices

Indicator Description:

1)Thirty-six (36) questions pertaining to the human resource management objectives will be embedded in three (3) examinations administered during the semester.

2)Twenty (20) student exams will be selected.

Criterion Description:

1)Seventy percent (70%) of students will answer 70% of embedded questions from a common question set correctly.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Course Embedded Questions On Exams for Human Resource Management Practices

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

Students' introduction to the broad base foundation knowledge and principles of the profession of Human Resource Management (HRM).

Goal Description:

Assessment: MGMT 3330 Fall 2016 and Spring 2017 – Introduction to Human Resource Management

Students demonstrate acceptable proficiency on basic HRM knowledge, skills and abilities. This HRM course is an introduction to the HRM profession, the HRM degree, and serves as a foundation of human resource management knowledge and principles to help executives become more effective organizational actors. The goals of Sam Houston State University's Bachelor of Business Administration degree (BBA) in Human Resource Management are threefold: to provide an academic foundation in Human Resource Management (HRM) for future practitioners' successful careers, to prepare students for advanced graduate HRM degree programs, and to provide the knowledge needed to pass the HRM profession's first certification exam, the Professional in Human Resources, PHR, offered through the Society for Human Resource Management (SHRM) Certification Institute. Globally the Sam Houston State University's Bachelor of Business Administration degree in Human Resource Management is one of less than 200 undergraduate HRM degrees worldwide that is aligned completely with all of SHRM's requirements. In 2017, the HRM degree's SHRM alignment was recently reapproved for another five years, instead of the customary two. Our strategy is continuous improvement guided by the HRM professional society, SHRM, and supported by the required HRM topics on their PHR certification exam.

RELATED ELEMENTS: Students will demonstrate a basic understanding of the five (5) HRM foundational sections, which include the sixteen major HRM topics tested on the Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR), and Global Professional in Human Resources (GPHR) exams for professional certification. The PHR, SPHR, and GPHR carry significant weight and respect in the HRM professional community since one is retested every three (3) years to maintain currency and certification. Many firms charge \$1,250 to prep students for these professional certification exams; most have a pass rate of over 85%. SHSU's BBA in HRM degree is designed to prepare students for the certification exam as well as to provide an excellent education in HRM. Of the students I have prepped, currently BBA in HRM degree graduates from SHSU are passing their professional HRM certification exams for the PHR on their first attempt at about an eighty-percent (80%) rate.

Providing Department: Human Resource Management BBA

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Learning Objective #1: Managing Human Resources

Learning Objective Description:

1. Learning Objective #1: Learning Objectives of the HRM degree and this course include the knowledge, skills and abilities covered on the sixteen-major HRM core topics tested by the PHR, SPHR and GPHR professional certification exams. This course is an introduction to the Human Resource Management discipline and thus serves as a foundation. Four (4) objective 50 question tests over the five (5) learning objectives. Please see the stated five (5) learning objectives for the five (5) major HRM sections, or the courses' five (5) major learning objectives for the sixteen (16) major HRM topics below. For the first HRM learning objective students demonstrate knowledge, skills, and abilities related to: Managing Human Resources, Trends in HRM, Equal Employment Opportunity and a Safe Workplace, and Analyzing Work and Designing Jobs. Thus, Learning Objective #1 is over the basics of Managing Human Resources.

RELATED ITEM LEVEL 2

Indicator #1: Managing Human Resources

Indicator Description:

1. Indicator #1: Four objective tests cover the required five major HRM sections: each test consists of 50 multiple-choice questions. Each one of the five (5) major HRM sections had

a minimum of 18 to 22 questions addressing each of the five major section's HRM learning objectives. Students' results (both frequency and percentages) on the questions used the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 1: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule for proficiency is students make a minimum of seventy (70%) percent in the class.

Criterion Description:

2. Criterion: The established criterion is students earn an overall course average of at least 70%. 70% to 89% is the acceptable standard. 90% or above is considered above the standard. Below 70% is below standard.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. To gain some insight into this broad category presented in the linked indicator ("managing human resources"), we present a very basic idea of student achievement by reporting the percentage of students who passed a MGMT 3330 Human Resource Management course with a 70% or better. Although this doesn't quite capture what was laid out above, it does give us a sense of whether or not students are achieving some knowledge of the very broad category of "managing human resources". In the MGMT 3330 course, we found that 77% of the students scored a 70% or better in the course overall.

RELATED ITEM LEVEL 3

Indicator #1: Managing Human Resources

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Learning Objective #2: HR Planning, Recruitment and Training

Learning Objective Description:

Learning Objective #2: Learning Objectives of the HRM degree include the knowledge, skills and abilities covered on the sixteen HRM core topics tested by the PHR, SPHR, and GPHR certification exams. This introduction to Human Resource Management course serves as the discipline's initial foundation. Please see the 16 major HRM sections, or the HRM learning objectives, for the students' first HRM class. For Learning Objective #2 students demonstrate knowledge, skills, and abilities related to trends in HRM and Planning and Recruiting Human Resources, Selecting Employees and Placement, Training Employees, and Developing Employees for Future Success.

RELATED ITEM LEVEL 2

Indicator #2: HR Planning

Indicator Description:

Indicator #2: The objective tests cover the five required HRM sections and consisted of 50 multiple-choice questions. Each one of the five HRM sections had 18 to 20 questions addressing a section of five (5) learning objectives. Students' results (both frequency and percentages) on the questions used the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 2: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule is students earn a minimum of seventy (70%) percent in the course.

Criterion Description:

Criterion #2: The established criterion is students earn an overall course average of 70%.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Indicator #2: HR Planning

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Learning Objective #3: EEOC and Managing Employees

Learning Objective Description:

Learning Objective #3: Learning Objectives of the HRM degree include the knowledge, skills and abilities covered on the sixteen HRM core topics tested by the PHR, SPHR, and GPHR certification exams. This introduction Human Resource Management course thus serves as a foundation. For Learning Objective #3 students will demonstrate knowledge, skills, and abilities related to Equal Employment Opportunity and High Performance Work Organizations, Managing Employees' Performance, Separating and Retaining Employees, and Establishing Pay Structures.

RELATED ITEM LEVEL 2

Indicator #3: EEOC and Managing Employees

Indicator Description:

Indicator #3: The four objective tests cover the five required HRM sections and consisted of 50 multiple-choice questions. Each one of the required HRM topics had 18 to 20 questions addressing each of the section's four performance-learning objectives. Students' results (both frequency and percentages) on the questions are listed on the data attachment used the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 3: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule is students get at least seventy (70%) percent correct.

Criterion Description:

Criterion #3: The established criterion is students earn an overall course average of 70%.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Indicator #3: EEOC and Managing Employees

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Learning Objective #4: Employee Benefits

Learning Objective Description:

Learning Objective #4: Learning Objectives of the HRM degree include the knowledge, skills and abilities covered on the sixteen HRM core topics tested by the PHR, SPHR, and GPHR professional certification exams in Human Resource Management. This first Human Resource Management course introduces foundation HRM topics. For this Learning Objective #4 students will demonstrate knowledge, skills, and abilities related to Safe Workplace and Recognizing Employee Contributions,

Providing Employee Benefits, Collective Bargaining and Employee Relations, and Managing HRM Globally.

RELATED ITEM LEVEL 2

Indicator #4: Employee Benefits

Indicator Description:

Indicator #4: The objective test covered four required HRM topics and consisted of 50 multiple-choice questions. Each one of the section's four HRM topics used 8 to 12 questions that test each of the section's four HRM topics with learning objective #4. Students' results (both frequency and percentages) on the questions are listed on the data attachment and use the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 4: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule is students make at least seventy (70%) percent.

Criterion Description:

Criterion #4: The established criterion is students earn an overall course average of 70%.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Although we did not collect data in our MGMT 4330 Compensation courses, we did collect data in a MGMT 3330 Human Resource Management course to gain some insight with respect to whether or not our students were meeting the learning objective for this topic. In the MGMT 3330 course, we found that students understood 77.59% of the material related to the topic of compensation/benefits.

RELATED ITEM LEVEL 3

Indicator #4: Employee Benefits

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Learning Objective #5: Designing Jobs and Professional Ethics

Learning Objective Description:

Learning Objective #5: Learning Objectives of the HRM degree include the knowledge, skills and abilities covered on the sixteen HRM core topics tested by the PHR, SPHR, and GPHR professional certification exams in Human Resource Management. This first Human Resource Management course introduces foundation HRM topics. For this Learning Objective #5 students demonstrate knowledge, skills, and abilities related to Analyzing Work, Designing Jobs, and Professional Ethics.

RELATED ITEM LEVEL 2

Indicator #5: Designing Jobs and Professional Ethics

Indicator Description:

Indicator #5: The objective test covered four required HRM topics and consisted of 50 multiple-choice questions. Each one of the section's four HRM topics used 8 to 12 questions that test each of the section's four HRM topics with learning objective #4. Students' results (both frequency and percentages) on the questions are listed on the data attachment and use the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 4: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule is students make at least seventy (70%) percent.

Criterion Description:

Criterion #5: The criterion is students earn an overall course average of 70%.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Indicator #5: Designing Jobs and Professional Ethics

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

Students’ introduction to the broad based foundation knowledge and principles of Human Resource Development (HRD), a specialty in the HRM discipline.

Goal Description:

GOAL DESCRIPTION: Students must demonstrate an acceptable proficiency in basic HRD knowledge, skills and abilities. This HRD course is an introduction to the HRD profession, an important HRM specialty area and serves as a foundation in human resource development (HRD) knowledge and principles to enable executives to become more effective organizational actors. Students must understand a foundation of human resource development knowledge and principles to become effective Human Resource Management professionals in organizations. The goals of the Bachelor of Business Administration degree (BBA) in Human Resource Management are to provide an academic foundation in Human Resource Management (HRM), inclusive of HRD, for practitioners’ successful careers, prepare students for advanced graduate HRM degrees, and provide the knowledge required to pass the first HRM professional certification exam, the Professional in Human Resources, PHR, offered by the Society for Human Resource Management (SHRM) Certification Institute. Also, the American Society for Training and Development (ASTD) offers certification in training and development. Globally, the Sam Houston State University’s Bachelor of Business Administration degree in Human Resource Management is one of less than 200 undergraduate HRM degrees worldwide aligned completely with all of SHRM’s requirements. In 2017, the HRM degree’s SHRM alignment was reapproved for an additional five years, instead of the customary two. Our goal is continuous improvement guided by the human resource management’s professional society, SHRM, and the ASTD for the HRD course.

III. RELATED ELEMENTS: Students will demonstrate a basic understanding of the five (5) foundational HRD sections, which include the major HRD topics tested on the PHR and SPHR, Senior Professional in Human Resources, and ASTD certification exams. This course is an advanced Human Resource Management course in Human Resource Development that covers the SHRM and ASTD certification requirements in the area of Human Resource Training and Development, which is an important human resource management specialty field. See the five HRD sections and topics below, which are the five HRD learning objectives, for this foundation HRD course. The first day of class students took an eighty-question objective pre-test to establish a course baseline. The average score was 53%. Course embedded questions on major HRD topics are tested on two objective exams.

Providing Department: Human Resource Management BBA

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Learning Objective #1: Designing and Establishing Effective Human Resource Training and Development Programs.

Learning Objective Description:

Learning Objective #1: Learning Objectives of this HRD course include the knowledge, skills and abilities covered on the PHR and ASTD exams. This course is an introduction to the Human Resource Development discipline and serves as a foundation in HRD. Please see the five (5) major HRD sections, or the five major HRD learning objectives. For these specific HRD learning objectives students demonstrate knowledge, skills and abilities related to: Designing and Establishing Effective Human Resource Training and Development Programs; Human Resource Training and Development Needs

Assessment: Organizational, Person, Task; Human Resource Training Evaluation Techniques: Reaction, Learning, Behavior and Results; Professional Ethics and Managing Human Resource Training and Development Programs. Thus, Learning Objective #1 tests students' understanding of Designing and Establishing Effective Human Resource Training and Development Programs.

RELATED ITEM LEVEL 2

Indicator #1 for Learning Objectives #1 and #2

Indicator Description:

TEST#1 covers Learning Objectives #1 and #2. The sections are: Section 1 over Designing and Establishing Effective Human Resource Training and Development Programs, and Section 2 over Human Resource Training and Development Needs Assessment: Organizational, Person, Task.

Indicator: Two objective tests cover four required major HRD sections; each test consists of 50 multiple-choice questions. Each one of the four (4) major HRD sections had a minimum of 20 to 22 questions addressing each of the four section's major HRD learning objectives. Students' results (both frequency and percentages) on the questions used the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 1: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule is students make a seventy (70%) percent in the course.

Criterion Description:

Criterion: The established criterion is students must earn an overall course

average of 70%. Of the forty-four (44) students, seventy percent (70%) of

the questions are to be answered correctly. The number of students and

percentage answering the questions correctly in each category is listed below.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Indicator #1 for learning Objectives #1 and #2

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Learning Objective #2: Human Resource Training and Development Needs Assessment at the Organizational, Person, and Task levels.

Learning Objective Description:

Learning Objective #2: tests students' proficiency on Human Resource Training and Development Needs Assessment at the Organizational, Person, and Task levels.

RELATED ITEM LEVEL 2

Indicator #1 for Learning Objectives #1 and #2

Indicator Description:

TEST#1 covers Learning Objectives #1 and #2. The sections are: Section 1 over Designing and Establishing Effective Human Resource Training and Development Programs, and Section 2 over Human Resource Training and Development Needs Assessment: Organizational, Person, Task.

Indicator: Two objective tests cover four required major HRD sections; each test consists of 50 multiple-choice questions. Each one of the four (4) major HRD sections had a minimum of 20 to 22 questions addressing each of the four section's major HRD learning objectives. Students' results (both frequency and percentages) on the questions used the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 1: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule is students make a seventy (70%) percent in the course.

Criterion Description:

Criterion: The established criterion is students must earn an overall course

average of 70%. Of the forty-four (44) students, seventy percent (70%) of

the questions are to be answered correctly. The number of students and

percentage answering the questions correctly in each category is listed below.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Indicator #1 for learning Objectives #1 and #2

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Learning Objective #3: Human Resource Training and Development Evaluation Methods

Learning Objective Description:

Learning Objective #3: Learning Objectives of the HRM degree include the knowledge, skills and abilities covered in the core HRD topics tested by the PHR, SPHR, and GPHR certification exams. This first Human Resource Development course serves as the training discipline's foundation. Please see the five (5) HRD sections below, or the HRD learning objectives, for this HRD introduction class. For **Learning Objective #3 students demonstrate knowledge, skills, and abilities related to Human Resource Training Evaluation Methods: Reaction, Learning, Behavior and Results.**

RELATED ITEM LEVEL 2

Indicators #3 and #4

Indicator Description:

TEST#2 covers Learning Objectives #3 and #4, or HRD Sections 3 and 4. Section 3 is Human Resource Training Evaluation Methods: Reaction, Learning, Behavior and Results. Section 4 covers Professional Ethics and Managing Human Resource Training and Development Programs.

Indicator: The objective tests covered four of the five required HRD sections and consisted of 50 multiple-choice questions. Each one of the four HRD sections had 20 to 22 questions addressing the sections four (4) learning objectives. Students' results (both frequency and percentages) on the questions used the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 2: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule is students earn a seventy (70%) percent in the course.

Criterion Description:

Criterion: The established criterion is students earn an overall course average

of 70%. Thus, of the forty-four (44) students, seventy percent (70%) of the questions are to be answered correctly.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Indicator #3 and #4

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Learning Objective #4: Ethics and managing Training Programs

Learning Objective Description:

Learning Objective #4: Learning Objectives of the HRM degree include the knowledge, skills and abilities covered in the core HRD topics tested by the PHR, SPHR, and GPHR certification exams. This first Human Resource Development course serves as the training discipline’s foundation. Please see the five (5) HRD sections below, or the HRD learning objectives, for this HRD introduction class. For **Learning Objective #4 students demonstrate knowledge, skills, and abilities related to Professional Ethics and Managing Human Resource Training and Development Programs.**

RELATED ITEM LEVEL 2

Indicators #3 and #4

Indicator Description:

TEST#2 covers Learning Objectives #3 and #4, or HRD Sections 3 and 4. Section 3 is Human Resource Training Evaluation Methods: Reaction, Learning, Behavior and Results. Section 4 covers Professional Ethics and Managing Human Resource Training and Development Programs.

Indicator: The objective tests covered four of the five required HRD sections and consisted of 50 multiple-choice questions. Each one of the four HRD sections had 20 to 22 questions addressing the sections four (4) learning objectives. Students’ results (both frequency and percentages) on the questions used the following categories. 90 or above, 80 to 89, 70 to 79, and below 70. Example: Section 2: Below 70 ____, 70-79 ____, 80-89 ____, and 90 or above _____. The decision rule is students earn a seventy (70%) percent in the course.

Criterion Description:

Criterion: The established criterion is students earn an overall course average

of 70%. Thus, of the forty-four (44) students, seventy percent (70%) of the questions are to be answered correctly.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Indicator #3 and #4

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

RELATED ITEM LEVEL 1

Learning Objective #5: Communication Skills

Learning Objective Description:

For the fifth (5) learning objective students complete a written assignment with presentation over a HRD topic to support the College of Business Administration's continuing efforts to improve students' communication skills, thus, learning objective #5.

RELATED ITEM LEVEL 2

Indicator: Communication Skills

Indicator Description:

The HRD Research Paper and 20 minute Presentation: 7-10 page HRD paper with 12 citations presented to class. **The indicator for learning objective #5 is a rubric that assessed the paper as 50% and the presentation as 50% of the grade for 100 points.**

Criterion Description:

Criterion: The criterion is students earn an overall course average of 70%.

Findings Description:

We have recently had a change of faculty responsible for assessment due to two recent retirements. Unfortunately, no findings are presented here as no data was collected.

RELATED ITEM LEVEL 3

Indicator: Communication Skills

Action Description:

We are not providing actions as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

Update to Previous Cycle's Plan for Continuous Improvement Item

Previous Cycle's Plan For Continuous Improvement (Do Not Modify):

Closing Summary

1. Encourage students to take notes.
2. Cultivate an atmosphere for students to ask questions.
3. Introduce more discipline into the classroom as it is a lab and may be distracting.
4. Spend additional time reviewing the study guide with the students prior to administering exams.

Update of Progress to the Previous Cycle's PCI:

We are not providing an update to the previous cycle's plan for continuous improvement as we are reevaluating the entire assessment process for upcoming assessment year – including the Learning Objectives, Indicators, Criterion, Findings, and Actions.

New Plan for Continuous Improvement Item

Closing Summary:

We are reevaluating the entire assessment process and are creating a new set of Learning Objectives, Indicators, and Criteria to better assess the HRM BBA degree. The new plan will be implemented in the 2022-2023 cycle.