Online Assessment Tracking Database

Sam Houston State University (SHSU)
2014 - 2015

Human Resource Management BBA

Goal   **Students Will Obtain A Broad Base Of Knowledge Of Human Resource Management Principles** 🔑

Students must understand human resource management principles to become effective organizational actors.

Objective (L)   **Students Will Understand Topics And Concepts Relating To Human Resource Development** 🔑

Human resource development is one function of human resource management that involves appraising the performance of employees and developing them for productive careers. Students must understand the development function of human resource management to become an effective organizational actor.

Indicator   **Pre-test And Post-test Design** 🔑

1)Topics covered in Human Resource Development are assessed using a pre-test and post-test design.

2)Thirty-seven students took an 80-question objective pre-test the first day of class.

3)Thirty-six students completed the course and took two 50-question objective tests over the ten chapters covered in class.

Criterion   **Embedded Questions For Development** 🔑

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

Finding   **Results Of Testing** 🔑

1)The average pre-test score was 53%, while the average post-test score was 83%.

2)Therefore students scored higher than the 70% goal in the following specific areas: training needs assessment, training program management, curriculum design and development, training evaluation, professional ethics, research, and platform experience.

Action   **Addressing Responses** 🔑

1)Students appear to understand the general Human Resource Development topics.

2)Where weaknesses are evident, additional time will be devoted in teaching and providing examples.

3)Additional examples will be provided when applying the material.

Objective (L)   **Students Will Understand Topics And Concepts Relating To Compensation** 🔑

Students will understand topics pertaining to the following:

1)Internal Alignment (Understanding Equity, Job Analysis, and Job Evaluation)

2)External Competitiveness (Defining Competitiveness, and Designing Pay Levels, Pay Mix, and Pay Structures)

3)Employee Contributions (Pay-for-Performance, and Performance Appraisals)

4)Managing the Pay System (Benefit Options, and Government and Legal Issues in Compensation)

Indicator

Course Embedded Questions On Exams For Compensation 🔑

1)Embedded questions on four 50-question objective tests covering sixteen chapters in the Compenstion text will be used to evaluate students' understanding of the compensation function of human resource management.

Criterion

Embedded Questions For Compensation In Compensation Course 🔑

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

Finding

Results 🔑

1)Students (47) earned an average of 83% on four 50-question exams.

2)Students scored better than the 70% goal in the following areas: basics of compensation and benefits, internal alignment and equity, external competitiveness, contributions, management of employee compensation and benefits, and compensation and benefits compliance and ethics.

Action

Response To Action 🔑

1)Students appear to understand the topics and concepts pertaining to compensation.

2)More class time will be devoted to areas of weakness.

Objective (L)

Students Will Understand Topics And Concepts In Introductory Human Resource Management 🔑

Students will understand the general Human Resource Management topics and concepts pertaining to the following: Legal Environment, Job Analysis, Recruitment and Selection, Performance Management, Employee Relations, and Compensation.

Indicator

Measurement Of Student Performance 🔑

1)Forty (40) questions pertaining to the objectives will be embedded in three (3) examinations administered during the semester.

2)Twenty-five (25) student exams will be selected randomly.

Criterion

Performance Benchmark 🔑

1)Seventy percent (70%) of questions will be answered correctly.

2)Number of correct answers to number of possible answers will be calculated.

Finding   **Results From Student Assessment** 🔑

1)Legal Environment: 82.7% correct (6 questions assessed)

2)Job Analysis: 76.0% correct (4 questions assessed)

3)Recruitment and Selection: 71.3% correct (6 questions assessed)

4)Performance Management: 78.5% correct (8 questions assessed)

5)Employee Relations: 80.7% correct (6 questions assessed)

6)Compensation: 94.8% correct (10 questions assessed)

Action   **Response To Finding** 🔑

1)Students appear to understand the general Human Resource Management topics and concepts.

2)More class time will be devoted to those topics where weaknesses are evident.

3)Additional applications and practical examples will be introduced to enhance understanding of material.

Objective (L)   **Students Will Understand Topics And Concepts Relating To Social Responsibilities Of Management** 🔑

Students will understand the ethical principles and legal perspectives required by the social responsibilities of business management in today's government regulated society.

Indicator   **Measurement Method** 🔑

1)Using a post-test design, students are assessed based on four 50-question objective tests over sixteen chapters covered in the course textbook.

2)Twenty-seven (27) students will be assessed.

Criterion   **Projected Goal** 🔑

1)Seventy percent (70%) of questions will be answered correctly.

Finding   **Conclusion** 🔑

1)On the four 50-question objective tests, the average score was 82%.

2)All students scored at least 70% on individual topics: ethics and managerial responsibilities, managerial responsibilities in ethics in society, ethics in society, business ethics, business ethics and government regulation, business ethics interacting with stakeholders.

Action	**Considerations** 🔑
	1)Students appear to understand the general topic of Social Responsibilities of Management.
	2)Weaknesses identified will receive more attention in classroom lectures and discussions.

Previous Cycle's "Plan for Continuous Improvement"

Will monitor student progress. Students scored very high, and we will work to maintain student mastery of the material.

Please detail the elements of your previous "Plan for Continuous Improvement" that were implemented. If elements were not implemented please explain why, along with any contextual challenges you may have faced that prevented their implementation.

1)For Introduction to Human Resource Management, no objective, indicator, criterion, finding, action, or plan for improvement were recorded.

2)Information pertaining to this has now been recorded.

Plan for Continuous Improvement - Please detail your plan for improvement that you have developed based on what you learned from your 2014 - 2015 Cycle Findings.

1)HR faculty will continue to monitor student progress and maintain student master of material.

2)Prior to the administration of each exam, more time will be devoted to reviewing the topics ina "Q & A" or "Team" format.