Human Resource Management BBA

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

Goal Description:

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

RELATED ITEMS/ELEMENTS -

RELATED ITEM LEVEL 1

Students Will Understand Topics And Concepts Relating To Benefits

Learning Objective Description:

Benefits is one topic in human resource management that involves administering employee benefits programs, such as health insurance or retirement. Students must understand the management of benefits in human resource management to become an effective organizational actor.

RELATED ITEM LEVEL 2

Course Embedded Questions On Exams For Benefits

Indicator Description:

Embedded questions on exams in multiple courses will be used to evaluate students' understanding of the management of benefits in human resource management.

RELATED ITEM LEVEL 1

Students Will Understand Topics And Concepts Relating To Compensation

Learning Objective Description:

    1. Identify four (4) components of The Pay Model:

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

RELATED ITEM LEVEL 2

Course Embedded Questions On Exams For Compensation

Indicator Description:

Embedded questions on exams in multiple courses will be used to evaluate students' understanding of the compensation function of human resource management.

Criterion Description:

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

RELATED ITEM LEVEL 1

Students Will Understand Topics And Concepts Relating To Employee Development

Learning Objective Description:

Employee 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.

RELATED ITEM LEVEL 2

Course Embedded Questions On Exams For Development

Indicator Description:

Embedded questions on exams in multiple courses will be used to evaluate students' understanding of the development function of human resource management.

Students Will Understand Topics And Concepts Relating To Staffing

Learning Objective Description:

Staffing is one function of human resource management that involves finding and hiring employees to achieve organizational objectives. Students must understand the staffing function of human resource management to become an effective organizational actor.

Course Embedded Questions On Exams For Staffing

Indicator Description:

Embedded questions on exams in multiple courses will be used to evaluate students' understanding of the staffing function of human resource management.

Students Will Understand Topics And Concepts Relating To Training

Learning Objective Description:

Training is one function of human resource management that involves teaching employees specific skills. Students must understand the training function of human resource management to become an effective organizational actor.

Course Embedded Questions On Exams For Training

Indicator Description:

Embedded questions on exams in multiple courses will be used to evaluate students' understanding of the training function of human resource management.

Update to Previous Cycle's Plan for Continuous Improvement

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

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 in a "Q & A" or "Team" format.