

## Course Outcomes Guide

**Directions:** Please complete this form to document your progress toward improving student learning. For each item, indicate your progress and your anticipated next steps. Thank you!

**Course/Program Title:** MGT 210 Human Resources Management

**Date:** Fall, 2014

**Course/Program Team:** Donna M. Marriott/Jim Pierne

### **Expected Learning Outcomes:**

1. To familiarize the student with an overview of the Human Resources Management discipline.
2. To understand the theories behind the strategic role of Human Resources Management to business and employee success.
3. To gain an understanding of the significance of the principles of the Human Resources Management as they pertain to the functions and performance of Line and Staff Management.
4. To understand the implications of equal opportunity and legal issues on business management.
5. To gain a perspective as to how the Human Resources profession has changed and will continue to change in order to meet the legal and social requirements set forth by today's changing society.

### **Assessment** (How do or will students demonstrate achievement of each outcome?)

Students demonstrate achievement of the outcomes through exams and article reviews. In addition, students will participate in a group project and will also have class participation and case studies to complete. These activities involve putting into practice many of the concepts presented in the class.

### **Validation** (What methods have you used or will you use to validate your assessment?)

Validation will occur through tracking the results to specific questions that are tied to the expected learning outcomes from test given in class. The selected questions will be incorporated into all tests administered for this course so that the results can be appropriately gathered to measure student performance. In addition, it is assumed that the publisher validates these questions and test them for reliability.

### **Results** (What do your assessment data show? If you have not yet assessed student achievement of your learning outcomes, when is assessment planned?)

This data can be used to determine whether the students are achieving the expected levels of understanding relative to the learning outcomes established for the course. The collection of the data is expected to begin in the Fall Semester, 2012.

**Follow-up** (How have you used or how will you use the data to improve student learning?)

Based upon the data, we will make the appropriate adjustments to the materials presented in the class to ensure student understanding. We will also utilize more web-based demonstrations of text content to help the student learning process.

**Budget Justification** (What resources are necessary to improve student learning?)

None at this time.