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Course Outcomes Guide

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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: Spring, 2017

Course/Program Team: 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 quizzes, exams, discussions, case study analysis and projects.

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 tests 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 the questions and tests 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 is an online class section which had 19 students. Students needed to achieve 80% or higher on all of the questions to be successful in terms of the outcome on any of the multiple choice or essay questions utilized to evaluate performance.   Outcome #1 was measured through a series of five test essay questions and the students scored 95%, 94%, 96%, 90%, and 95% on each of the

essay questions respectively. So the students did very well with this outcome. Outcome #2 was measured through five multiple choice questions. Students scored 89%, 90%, 84%, 68%, and 100% respectively on the five questions. Students had difficulty with the question involving the concept of job ranking systems as part of a job evaluation process. For Outcome #3, five multiple choice questions were used and the students scored 79%, 95%, 79%, 32%, and 68% respectively on the questions. With Outcome #3, student performance was not as strong as on the first two outcomes and students had difficult with the concepts of recruitment, on the job training, interest based bargaining, and performance evaluations. For Outcome #4, five multiple choice questions were used for evaluation and the students scored 68%, 89%, 47%, 100%, and 47% respectively. This Outcome is focused on understanding the Human Resources legislative environment and its impact on business. Students did not seem to grasp and understanding of the impact of the Age Discrimination in Employment Act (particularly issues of harassment), EEOC legislative issues, or the Pregnancy Discrimination Act. For Outcome #5, students were evaluated using five multiple choice questions. Students scored 95%, 89%, 84%, 37%, and 37% respectively. Students did not grasp the characteristics of what constitutes a global corporation or a transnational corporation.

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. Since this is a web-based section of the class we will need to use we-based demonstrations that are more focused on Outcomes #3, #4, and #5 where student performance was not as strong. This can be accomplished with case studies, focused videos, and discussions that allow students to study some of the weaker concepts in greater depth.

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

None at this time.