

ASSESSMENT REPORT 2014-2015

Business Graduate: HR Management Concentration
(Instructional Degree Program)

MBA
(Degree Level)

Program Mission:

New Mexico Highlands University's Department of Business Administration is committed to the success of our students and to the highest observance of our professional accreditation standards. Our mission is to become the best small school of business in the southwest and to prepare students to be confident, competent, ethical, and responsible business decision-makers, managers, leaders, and agents of economic and social betterment in today's changing global business environment.

Student Learning Outcome 1:

Human Resource Management students understand how to develop an organizational personnel plan by creating successful strategies for recruiting and selecting valuable human capital.

NMHU Traits Specifically Linked to Student Learning Outcome 1

- Mastery of Content Knowledge and Skills
- Critical and Reflective Thinking Skills

First Means of Assessment for Outcome 1:

Scores on final exams in MGMT 687 Human Resource Management. Criterion measure: 70% of students will score 80% or better = meets the outcome.

Summary of Data:

Number of Students Meeting Criterion:	28	Number of Students Not Meeting Criterion:	2
Total Number of Students Assessed:	30	Percent of Students Meeting Criterion:	93.3%

Second Means of Assessment for Outcome 1:

Scores on exams in MGMT 540 International Human Resource Management. Criterion measure: 70% of students will score 80% or better = meets the outcome.

Summary of Data:

Number of Students Meeting Criterion:	8	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	8	Percent of Students Meeting Criterion:	100%

Interpretation of Results for Outcome 1:

Students in MGMT 687 showed a marked improvement in 2014-2015 over the previous year, showing an 11.7% point gain from 81.6% meeting criterion to 93.3% meeting criterion. This gain can possibly be attributed to more emphasis being placed on writing mechanics earlier in the semester.

The number of students meeting criterion in MGMT 553 dropped 5.5%. In MGMT 553 Organizational Leadership, MBA student results decreased to 77.8% (percent) over the prior period, while they are still above the 80% threshold, this small drop could once again represent an increase in rigor to the graduate portion of the class. It is worth noting, that the MBA students continued to use their leader project analysis to apply their analytical skills and continued to link theory into practice, but maybe it is time to revisit the assessment and include more relevant real world local leaders to introduce a different impact to our MBA students.

Student Learning Outcome 2:

Human Resource Management students understand the labor issues that cross international boundaries and are able to evaluate the relationships between the human resource management activities of organizations and the foreign environments in which the organizations operate.

NMHU Traits Specifically Linked to Student Learning Outcome 2

- Mastery of Content Knowledge and Skills
- Critical and Reflective Thinking Skills

First Means of Assessment for Outcome 2:

Scores on case studies in MGMT 540 International Human Resource Management. Criterion measure: 70% of students will score 80% or better = meets the outcome.

Summary of Data:

Number of Students Meeting Criterion:	8	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	8	Percent of Students Meeting Criterion:	100%

Second Means of Assessment for Outcome 2:

Scores on final exams in MGMT 553 Organizational Leadership. Criterion measure: 70% of students will score 80% or better = meets the outcome.

Summary of Data:

Number of Students Meeting Criterion:	14	Number of Students Not Meeting Criterion:	4
Total Number of Students Assessed:	18	Percent of Students Meeting Criterion:	77.8%

Interpretation of Results for Outcome 2:

In MGMT 553 Organizational Leadership, student results decreased to 77.8% over the prior period (last year), a change of nearly 14%. This drop represents the need to add a more realistic ethical component to the MBA graduate portion of the class (understanding real ethical dilemmas could be what MBA students crave).

Student Learning Outcome 3:

Human Resource Management students understand the different types of discrimination which affect employment and understand the regulation of employee relations. Students understand the regulation in the workplace including the rights and responsibilities of employers and employees.

NMHU Traits Specifically Linked to Student Learning Outcome 3

- Mastery of Content Knowledge and Skills
- Critical and Reflective Thinking Skills

First Means of Assessment for Outcome 3:

Scores on cases in MGMT 665 Personnel Practices and the Law. Criterion measure: 70% of students will score 80% or better = meets the outcome.

Summary of Data:

Number of Students Meeting Criterion:	12	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	12	Percent of Students Meeting Criterion:	100%

Second Means of Assessment for Outcome 3:

Scores on final exam in MGMT 553 Organizational Leadership. Criterion measure: 70% of students will score 80% or better = meets the outcome.

Summary of Data:

Number of Students Meeting Criterion:	14	Number of Students Not Meeting Criterion:	4
Total Number of Students Assessed:	18	Percent of Students Meeting Criterion:	77.8%

Interpretation of Results for Outcome 3:

For MGMT 665, all students (100%) demonstrated an understanding of employment law and an ability to identify legal issues encountered in the employment arena. Going forward, new developments in the law will be introduced into the course.

In MGMT 553 Organizational Leadership, student results decreased to 77.8% over the prior period (last year), a change of nearly 14%, this drop represents the need to add a

more realistic ethical component to the MBA graduate portion of the class
(understanding real ethical dilemmas could be what MBA students crave).