

**ASSESSMENT REPORT
AY 2015 - 2016**

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 examine the complexity of managing in diverse workplaces and are able to use management thought to develop a better understanding of motivation.

Traits Specifically Linked to Student Learning Outcome 1

Mastery of content knowledge and skills

Critical and reflective thinking skills

Effective use of technology

Effective communication skills

Qualitative or quantitative analysis

First Means of Assessment for Outcome 1:

Scores on Term Paper in MGMT 687 Human Resource Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data Spring 2016:

Number of Students Meeting Criterion:	28	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	28	Percent of Students Meeting Criterion:	100%

Second Means of Assessment for Outcome 1:

Scores on case studies in MGMT 664 Organizational Theory. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data Fall 2015:

Number of Students Meeting Criterion:	9	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	9	Percent of Students Meeting Criterion:	100%

Interpretation of Results for Outcome 1:

Students met both means of assessment at 100%. This remained the same from last year for the first means of assessment and increased from 93.3% for the second means of assessment. The term paper and case studies in MGMT 687 and MGMT 664 showed that students were able to examine a Human Resource Management topic in depth and apply it to a “real world” situation. Students examined the complexity of a diverse workplace and were able to use management thought to better understand motivation. We will continue to emphasize the importance of writing mechanics early in the course.

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.

Traits Specifically Linked to Student Learning Outcome 2

Mastery of content knowledge and skills
Critical and reflective thinking skills
Qualitative or quantitative analysis

First Means of Assessment for Outcome 2:

Scores on third paper in MGMT 687, Human Resource Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data Spring 2016:

Number of Students Meeting Criterion:	28	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	28	Percent of Students Meeting Criterion:	100%

Second Means of Assessment for Outcome 2:

Scores on cases in MGMT 665 Personnel Practices and the Law. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data Fall 2015:

Number of Students Meeting Criterion:	24	Number of Students Not Meeting Criterion:	1
Total Number of Students Assessed:	25	Percent of Students Meeting Criterion:	96%

Interpretation of Results for Outcome 2:

The results of the first means of assessment remained at 100% from last assessment period. The second means of assessment increased from 77.8% (18.2% increase). Students in MGMT 687 were able to evaluate the complexities of global Human Resource Management and analyze the problems faced by global organizations with respect to differing cultural and legal environments. Students in MGMT 665 uniformly demonstrated an understanding of the topic in

their written case briefs, oral presentation of same and class discussions of the cases. Going forward, additional written assignments will be required.

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.

Traits Specifically Linked to Student Learning Outcome 3

- Mastery of content knowledge and skills
- Critical and reflective thinking skills
- Effective communication skills

First Means of Assessment for Outcome 3:

Scores on cases in MGMT 665 Personnel Practices and the Law. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data Fall 2015:

Number of Students Meeting Criterion:	24	Number of Students Not Meeting Criterion:	1
Total Number of Students Assessed:	25	Percent of Students Meeting Criterion:	96%

Second Means of Assessment for Outcome 3:

Scores on second paper in MGMT 687, Human Resource Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data Spring 2016:

Number of Students Meeting Criterion:	28	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	28	Percent of Students Meeting Criterion:	100%

Interpretation of Results for Outcome 3:

For means of assessment one, students meeting criterion dropped by 4% from last assessment period. For the second means of assessment students meeting criterion increased from 77.8% to 100%. In MGMT 665, the cases briefed, presented and discussed by students clearly outline the topic. Students have diligently demonstrated their understanding through this exercise. Students in MGMT 687 were able to analyze the legal and regulatory requirements with respect to Affirmative Action, Equal Employment Opportunity, the Americans with Disability Act and other protected classes.