

ASSESSMENT REPORT Spring 2017 – Summer 2018

Business Graduate: HR Management Concentration
(Instructional Degree Program)

MBA
(Degree Level)

Program Mission:

The Department of Business Administration is committed to the success of our students and to the highest observance of our professional accreditation standards. The department's goal is to be the best small business department in the Southwest, preparing students to be confident, competent, ethical and responsible decision makers, managers, leaders and agents of economic and social betterment in today's changing global business environment.

Student Learning Outcome 1:

Students will examine the complexity of managing in diverse workplaces and explain different theories and practices that organizations use to achieve their goals and motivate employees.

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:

MGMT 687 (SLO1 MOA1) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Spring 2017	18	16	2	88.9%
Fall 2017	9	7	2	77.8%
Spring 2018	13	13	0	100.0%
Total	40	36	4	90.0%

Second Means of Assessment for Outcome 1:

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

Summary of Data:

MGMT 664 (SLO1 MOA2) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Spring 2017	38	35	3	92.1%
Fall 2017	25	21	3	84.0%
Spring 2018	23	19	4	82.6%
Total	86	75	10	87.2%

Interpretation of Results for Outcome 1:

In the first mean, two students in MGMT 687 in the Fall of 2017 failed to meet the criterion. This was also evident in the results for Outcomes 2 and 3. This is possibly due to the small number of students evaluated in the Fall of 2017, where two out of the nine students evaluated failed to meet (77.8%). However, all percentages are higher than the goal of 75%. In MGMT 664 Organizational Theory, the percentages of the class decreased over the semesters. However, the lowest percentage in spring 2018 met the 75% criterion with 82.6% meeting the threshold on the case analysis score. We would review and revisit whether adding a compare and contrast component to the case studies might make them even more interesting and challenging.

Student Learning Outcome 2:

Students will examine labor issues and how they affect organizations operating internationally.

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:

Score on paper related to international human resource issues in MGMT 687, Human Resources Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data:

MGMT 687 (SLO2 MOA1) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Spring 2017	19	17	2	89.5%
Fall 2017	9	7	2	77.8%
Spring 2018	13	12	1	92.3%
Summer 2018	8	7	1	87.5%
Total	49	43	6	87.8%

Second Means of Assessment for Outcome 2:

The average score on cases related to international human resources issues in MGMT 665 Personnel Practices and the Law. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data:

MGMT 665 (SLO2 MOA2) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Spring 2017	20	19	1	95.0%
Fall 2017	10	10	0	100.0%
Spring 2018	10	10	0	100.0%
Total	40	39	1	97.5%

Interpretation of Results for Outcome 2:

In the first means MGM 687, two students in Spring 2017 and another two in Fall 2017 failed to meet the criterion. This results in 89.5% and 77.8% in Spring and Fall 2017 respectively. The significant change from 89.5% to 77.8% possibly due to the small number of students evaluated in the Fall of 2017 nine students. However, the average percentage 87.8% is higher than the goal of 75%. The instructor will continue to help students' understandings in project paper related to international human resource issues. For second means MGMT 665, the average percentage 97.5% is higher than the goal of 75%. The instructor may modify the cases to make them more interesting and challenging.

Student Learning Outcome 3:

Students will evaluate how discrimination and pertinent laws and regulations affect business.

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:

Average score on related 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:

MGMT 665 (SLO3 MOA1) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Spring 2017	19	18	1	94.7%
Fall 2017	10	10	0	100.0%
Spring 2018	10	10	0	100.0%

Total	39	38	1	97.4%
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Second Means of Assessment for Outcome 3:

Score on paper related to discrimination issues in MGMT 687 Human Resources Management. Criterion Measure: 75% of students will score 80% or better = meets the outcome.

Summary of Data:

MGMT 687 (SLO3 MOA2) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Spring 2017	18	18	0	100.0%
Fall 2017	9	7	2	77.8%
Spring 2018	13	12	1	92.3%
Summer 2018	8	7	1	87.5%
Total	48	44	4	91.7%

Interpretation of Results for Outcome 3:

For first means MGMT 665, the average percentage 97.4% is higher than the goal of 75%. The instructor may modify the cases to make them more interesting and challenging. In the second means MGM 687, two students in Fall 2017 failed to meet the criterion, which results in a decrease of percentage of 77.8%. However, the average percentage 91.7% is higher than the goal of 75%. The instructor will modify the topics or contents of project paper related to discrimination issues to make it more interesting and challenging.

Revised Spring 2017: mvr