

ASSESSMENT REPORT
Fall 2018 – Summer 2019

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 |
|--|--|---|---|--|
| Fall 2018 | 17 | 16 | 1 | 94.1% |
| Spring 2019 | 13 | 6 | 7 | 46.2% |
| Total | 30 | 22 | 8 | 73.3% |

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 2018 | 20 | 16 | 4 | 80.0% |
| Fall 2019 | 19 | 19 | 0 | 100.0% |
| Total | 39 | 35 | 4 | 89.7% |

Interpretation of Results for Outcome 1:

Students in MGMT 687 in the Spring of 2019 did not meet the criterion because most of them failed to heed the instructions given to avoid the use of the first or second person when writing their term paper. More emphasis will need to be given on avoiding the use of the first or second person when writing a professional-level paper.

In MGMT 664 Organizational Theory, the average percentage of the class is 89.7%, which is higher than that last year (87.2%). We will add a compare 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 |
|----------------------------------|-----------------------------------|--------------------------------------|--|---------------------------------|
| Fall 2018 | 17 | 17 | 0 | 100.0% |
| Spring 2019 | 13 | 13 | 0 | 100.0% |
| Total | 30 | 30 | 0 | 100.0% |

Second Means of Assessment for Outcome 2:

The average score on briefing cases illustrating employment law concepts 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 2019 | 24 | 18 | 6 | 75.0% |
| Total | 24 | 18 | 6 | 75.0% |

Interpretation of Results for Outcome 2:

Students in MGMT 687 did very well in meeting outcome 2 both semesters. This is possibly because personal opinion was allowed in this paper whereas it was not allowed in the term paper. Students in MGMT 665 did generally well in meeting outcome 2. Those students who did not meet this criterion struggled with the introduction of new vocabulary used in court opinions. These students would benefit from more in class opportunities to orally summarize court opinions using the Facts, Issue, Rule, Conclusion format.

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 2019 | 24 | 18 | 6 | 75.0% |
| Total | 24 | 18 | 6 | 75.0% |

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 |
|--|--|---|---|--|
| Fall 2018 | 17 | 16 | 1 | 94.1% |

| | | | | |
|-------------|----|----|---|-------|
| Spring 2019 | 13 | 12 | 1 | 92.3% |
| Total | 30 | 28 | 2 | 93.3% |

Interpretation of Results for Outcome 3:

Students in MGMT 665 did generally well in meeting outcome 2. Those students who did not meet this criterion struggled with the introduction of new vocabulary used in court opinions. These students would benefit from more in class opportunities to orally summarize court opinions using the Facts, Issue, Rule, Conclusion format. Students in MGMT 687 did very well in meeting criterion 3 both semesters. No changes are recommended at this time.