

**Assessment Report  
Fall 2019 – Spring 2020**

**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 6870 Human Resource Management.  
Criterion measure: 75% of students will earn 80% or better = meets the outcome.

**Summary of Data:**

MGMT 6870 (SLO1 MOA1) Data Points	Total Number of Students Assessed	Numbers of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2019	13	10	3	76.9%
Spring 2020	13	8	5	61.5%
Total	26	18	8	69.2%

**Second Means of Assessment for Outcome 1:**

Score on case studies in MGMT 6640 Organizational Theory.  
Criterion measure: 75% of students will earn 80% or better = meets the outcome.

**Summary of Data:**

MGMT 6640 (SLO1 MOA2) Data Points	Total Number of Students Assessed	Numbers of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2019	28	24	4	85.7%

Spring 2020	25	25	0	100.0%
Total	53	49	4	92.5%

### **Interpretation of Results for Outcome 1:**

For the first means of assessment, the criterion was met in Fall 2019, but not in Spring 2020. Moving forward, the instructor will ensure that students have the resources available to complete the term paper and also provide more support to students individually. The results will continue to be monitored to ensure that there is no further decline.

For the second means of assessment, the criterion was met in both semesters and there was an increase in performance from Fall 2019 to Spring 2020. The instructor will identify what measures can be taken to maintain student performance at this level as well as what resources can be made available to students.

### **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 6870 Human Resources Management.

Criterion measure: 75% of students will earn 80% or better = meets the outcome.

### **Summary of Data:**

MGMT 6870 (SLO2 MOA1) Data Points	Total Number of Students Assessed	Numbers of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2019	13	13	0	100.0%
Spring 2020	13	8	5	61.5%
Total	26	21	5	80.8%

### **Second Means of Assessment for Outcome 2:**

The average score on briefing cases illustrating employment law concepts in MGMT 6650 Personnel Practices and the Law.

Criterion measure: 75% of students will earn 80% or better = meets the outcome.

### **Summary of Data:**

MGMT 6650 (SLO2 MOA2) Data Points	Total Number of Students Assessed	Numbers of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2019	1	N/A	N/A	N/A

Spring 2020	22	N/A	N/A	N/A
Total	23	N/A	N/A	N/A

**Interpretation of Results for Outcome 2:**

For the first means of assessment, the criterion was met in Fall 2019, but not in Spring 2020. Moving forward, the instructor will ensure that students have the resources available to complete the paper and also provide more support to students individually. The results will continue to be monitored to ensure that there is no further decline.

The faculty members teaching MGMT 6650 during the Fall 2019 and Spring 2020 semesters no longer work for NMHU, such that the data for those semesters could not be collected. Moving forward, the dean will ensure that adjunct instructors are aware of assessment needs and required data is collected at the end of the semester.

**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 6650 Personnel Practices and the Law.  
 Criterion measure: 75% of students will earn an 80% or better = meets the outcome.

**Summary of Data:**

MGMT 6650 (SLO3 MOA1) Data Points	Total Number of Students Assessed	Number of Students Meeting Criterion	Number of Students Not Meeting Criterion	% of Students Meeting Criterion
Fall 2019	1	N/A	N/A	N/A
Spring 2020	22	N/A	N/A	N/A
Total	23	N/A	N/A	N/A

**Second Means of Assessment for Outcome 3:**

Score on paper related to discrimination issues in MGMT 6870 Human Resources Management.  
 Criterion Measure: 75% of students will earn an 80% or better = meets the outcome.

**Summary of Data:**

MGMT 6870 (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 2019	13	10	3	76.9%
Spring 2020	13	8	5	61.5%

Total	26	18	8	69.2%
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### **Interpretation of Results for Outcome 3:**

The faculty members teaching MGMT 6650 during the Fall 2019 and Spring 2020 semesters no longer work for NMHU, such that the data for those semesters could not be collected. Moving forward, the dean will ensure that adjunct instructors are aware of assessment needs and required data is collected at the end of the semester.

For the second means of assessment, the criterion was met in Fall 2019, but not in Spring 2020. Looking more closely, an adjunct faculty taught the course during the Spring 2020 semester and may have not provided the students with the same resources. Moving forward, a lead instructor will be designated who will ensure that the courses are being taught with the same rigor and students are being provided with the same resources. The results will continue to be monitored to ensure that there is no further decline.