

Program Learning Assessment Results

MS in Human Resources

Spring Collection (Fall 1 2011, Fall 2 2011, Winter 2012, Spring 1 2012, Spring 2, 2012)

Aggregated Results^{1, 2, 3}

PLO 1 - Critical Thinking (HRCU-630) - Rubric applied: Fall 1 2011 to Winter 2012 ⁴								n= 9
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding of assignment. Use of style, form, and language.</i>	22.2%	2	22.2%	2	55.6%	5	0.0%	0
<i>Demonstrates how multiculturalism impacts organizational policy and society. Demonstrate and describe conflict resolution styles as they apply to self and others.</i>	100.0%	9	0.0%	0	0.0%	0	0.0%	0
<i>Evaluate employment legislation and its impact on the employer and employees. Interpret and describe conflict and conflict resolution strategies.</i>	55.6%	5	44.4%	4	0.0%	0	0.0%	0
<i>Design and evaluate human resources strategies, policies and practices that will align with organizational policy. Interpret, describe, and utilize conflict resolution feedback strategies.</i>	88.9%	8	11.1%	1	0.0%	0	0.0%	0
<i>Interprets and utilize feedback instruments and other tools for enhanced interventions. Interpret, describe, and utilize conflict resolution feedback strategies.</i>	33.3%	3	66.7%	6	0.0%	0	0.0%	0
<i>Integrates ethics and sustainability in decision-making. Demonstrate and describe conflict resolution styles as they apply to self and others.</i>	55.6%	5	33.3%	3	0.0%	0	0.0%	0
Average Performance Levels	60.0%		28.9%		11.1%		0.0%	

PLO 1 - Critical Thinking (HRCU-630) - Rubric applied: Spring 1 2012 to Present ⁴								n= 7
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding of assignment. Use of style, form, and language</i>	42.9%	3	14.3%	1	42.9%	3	0.0%	0
<i>Demonstrates and describes conflict resolution styles as they apply to self and others.</i>	42.9%	3	42.9%	3	14.3%	1	0.0%	0
<i>Interprets and describes conflict and conflict resolution strategies.</i>	14.3%	1	42.9%	3	42.9%	3	0.0%	0
<i>Interprets, describes, and utilizes conflict resolution feedback strategies.</i>	28.6%	2	14.3%	1	57.1%	4	0.0%	0
<i>Interprets and utilizes feedback instruments and other tools for enhanced interventions.</i>	0.0%	0	57.1%	4	42.9%	3	0.0%	0
Average Performance Levels	25.7%		34.3%		40.0%		0.0%	

PLO 2 - Diversity (HRCU-644)								n= 8
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding of assignment. Use of style, form, and language.</i>	37.5%	3	37.5%	3	25.0%	2	0.0%	0

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<i>Design and evaluate human resources strategies, policies and practices that will align with organizational strategy. Apply the legal concepts and information learned through case analysis, discussion, and other student interactions to the real-world.</i>	37.5%	3	37.5%	3	25.0%	2	0.0%	0
<i>Demonstrate how multiculturalism impacts organizational policy and society.</i>	37.5%	3	62.5%	5	0.0%	0	0.0%	0
<i>Evaluate the impact of globalization on business policy and practice. Analyze strategy, with attention to the history, leadership, structure, culture and capabilities of the organization.</i>	37.5%	3	37.5%	3	25.0%	2	0.0%	0
Average Performance Levels	37.5%		43.8%		18.8%		0.0%	

PLO 3 - Theory (HRCU-646)								n= 22
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding of assignment. Use of style, form, and language.</i>	81.8%	18	4.5%	1	13.6%	3	0.0%	0
<i>Demonstrates the appropriate use of a variety of presentation methods, learning exercises, training aids, equipment, materials and group facilitation techniques to support effective learning for diverse audiences.</i>	54.5%	12	36.4%	8	9.1%	2	0.0%	0
<i>Demonstrates how the initiative utilizes adult-learner and systems-oriented approaches. Employs and explains the ADDIE model as well as the 4-Level and ROI evaluation models appropriately.</i>	63.6%	14	22.7%	5	13.6%	3	0.0%	0
<i>Explains the underlying theoretical and applied aspects of the various kinds of training and development practices and their relationship to strategic organizational alignment.</i>	27.3%	6	50.0%	11	22.7%	5	0.0%	0
<i>Describes and interprets various feedback instruments used in assessing and evaluating training and development solutions.</i>	68.2%	15	18.2%	4	13.6%	3	0.0%	0
Average Performance Levels	59.1%		26.4%		14.5%		0.0%	

PLO 4 - Application (HRCU-650)								n= 32
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding of assignment. Use of style, form, and language.</i>	31.3%	10	31.3%	10	25.0%	8	12.5%	4
<i>Design and evaluate human resources strategies, policies and practices that will align with organizational strategy.</i>	56.3%	18	31.3%	10	9.4%	3	3.1%	1

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<i>Evaluate the impact of globalization on business policy and practice. Analyze strategy, with attention to the history, leadership, structure, culture and capabilities of the organization</i>	59.4%	19	18.8%	6	18.8%	6	3.1%	1
<i>Integrate ethics and sustainability in decision-making. Develop recommendations for strategy and present recommendations</i>	59.4%	19	21.9%	7	6.3%	2	12.5%	4
Average Performance Levels	51.6%		25.8%		14.8%		7.8%	

PLO 5 - Methods (OCLU-680)								n= 87	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging		
<i>Style and Presentation of Paper</i>	56.3%	49	23.0%	20	8.0%	7	12.6%	11	
<i>Format</i>	72.4%	63	23.0%	20	4.6%	4	0.0%	0	
<i>Referencing</i>	62.1%	54	18.4%	16	9.2%	8	10.3%	9	
<i>Content</i>	73.6%	64	14.9%	13	4.6%	4	6.9%	6	
Average Performance Levels	66.1%		19.8%		6.6%		7.5%		

PLO 6 - Legal Ethical (HRCU-648)							n= 58	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding of assignment. Use of style, form, and language.</i>	13.8%	8	43.1%	25	36.2%	21	6.9%	4
<i>Design and evaluate human resources strategies, policies and practices that will align with organizational strategy. Apply the legal concepts and information learned through case analysis, discussion, and other student interactions to the real-world.</i>	39.7%	23	44.8%	26	15.5%	9	0.0%	0
<i>Evaluate employment legislation and its impact on employer and employee.</i>	36.2%	21	51.7%	30	12.1%	7	0.0%	0
<i>Evaluate the impact of globalization on business policy and practice. Analyze strategy, with attention to the history, leadership, structure, culture and capabilities of the organization.</i>	36.2%	21	44.8%	26	19.0%	11	0.0%	0
<i>Integrates ethics and sustainability in decision-making. Demonstrate and describe conflict resolution styles as they apply to self and others.</i>	32.8%	19	55.2%	32	12.1%	7	0.0%	0
Average Performance Levels	31.7%		47.9%		19.0%		1.4%	

Notes:

1. Cases where a student did not upload an assignment (coded as "no submission" in the extract from GradeMark) were excluded from the analysis.
2. In cases where the mastery assignment was a group project, only the assignment submitted by the group leader was included in the analysis.

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3. All rows may not add up to 100% reflecting missing rubric points.

4. The rubric for HRCU-630 was revised in the middle of the collection period. A data table has been generated for the rubric used for Fall 1 2011 to Winter 2012. An additional table was generated for the rubric used from Spring 1 2012 to present.