

Academic Year 2025-2026

BBA in Human Resources Management - BBA-HRMG Learning Outcomes

Principles of human resources management. **MET**

Students will demonstrate knowledge of the fundamental principles of human resources management.

MEASURES	RESULTS	ACTIONS
"Human Resources Management" section of the Business Strategy Game (BSG). "Human Resources Management" section of the Business Strategy Game (BSG). Students will score at or above the 50th percentile worldwide. Direct - Other <i>Strategic Analysis: MGMT 4370</i> Target At least 50% of the students in the class will score at or above the 50th percentile.	MET "Human Resources Management" section of the Business Strategy Game (BSG). ■ Met ■ Not Met  0% 100% Met: 58% Not Met: 42% Met Total: 58% Not Met Total: 42% Analysis The percentage of students scoring at or above the 50th percentile decreased from 61% last year to 58% this year (14 out of 24). Despite the decline, performance remains above the established benchmark of 50%. The results indicate that the target continues to be met, although the downward trend should be monitored in future assessment cycles.	Maintain Assessment Strategy Maintain current strategies and continue monitoring to sustain progress.
Exit survey Responses to following questions in the Exit Survey: 1. Adequacy of preparation for Human Resources Management major classes provided by College of Business core classes. 2. Quality of College of Business Human Resources Management courses in preparing you for employment. Students will choose "satisfied" to both questions. Indirect - Survey <i>Strategic Analysis: MGMT 4370</i> Target At least 80% of the students in the class will choose satisfied to both questions	MET Exit survey ■ Met ■ Not Met  0% 100% Met: 80% Not Met: 20% Met Total: 80% Not Met Total: 20% Analysis For survey question 1, 80% of students (8 out of 10) indicated satisfaction, a decrease from 96% last year but still meeting the 80% benchmark. For survey question 2, 80% of students (8 out of 10) indicated satisfaction, an increase from 78% last year and now meeting the benchmark. Overall, the outcome was met based on both indirect measures.	Maintain Assessment Strategy Maintain current strategies and continue monitoring to sustain progress.

General Outcome Actions

ACTIONS
Maintain Assessment Strategy Maintain current strategies and continue monitoring to sustain progress.

Conclusion

The direct measure met the benchmark, with **58% of students (14 out of 24)** scoring at or above the 50th percentile, although performance decreased from 61% last year. The indirect measures also met the established targets, with **80% of students (8 out of 10)** reporting satisfaction on both survey questions. **Overall, the outcome was met, as all measures achieved their respective benchmarks. However, the decline in direct performance and in satisfaction on the first survey question suggests that results should continue to be monitored in future assessment cycles.**

Critical thinking in decision-making **MET**

Students graduating with a bachelor's degree in human resources management should utilize critical thinking in decision-making.

MEASURES	RESULTS	ACTIONS
"Analytical Skills" section of the Business Strategy Game (BSG). "Analytical Skills" section of the Business Strategy Game (BSG). Students will score at or above the 50th percentile worldwide. Direct - Other <i>Strategic Analysis: MGMT 4370</i> Target At least 50% of the students in the class will score at or above the 50th percentile.	MET "Analytical Skills" section of the Business Strategy Game (BSG). ■ Met ■ Not Met  0% 100% Met: 63% Not Met: 37% Met Total: 63% Not Met Total: 38% Analysis The percentage of students meeting the benchmark on the BSG Analytical Skills measure increased slightly from 61% last year to 63% this year (15 out of 24) . The result remains above the established 50% benchmark, indicating that the outcome was met and showing a modest improvement in student performance compared with the previous assessment cycle.	Maintain Assessment Strategy Maintain current strategies and continue monitoring to sustain progress.
Exit Survey Responses to following question in the Exit Survey: 1. How well has your experience in the College of Business provided you with capacity to analyze and think critically about complex situations?	MET Exit Survey ■ Met ■ Not Met  0% 100%	Maintain Assessment Strategy Maintain current strategies and continue monitoring to sustain progress.

Students will choose "satisfied" to the question.	Met: 90%	
Indirect - Survey	Not Met: 10%	
Strategic Analysis: MGMT 4370	Met Total: 90%	
Target	Not Met Total: 10%	
At least 80% of the students in the class will choose satisfied to the question.	Analysis The percentage of students rating the survey item as satisfactory decreased from 96% last year to 90% this year (9 out of 10) . Despite the decline, the result remains above the established 80% benchmark, indicating continued positive student perception.	

Conclusion

The direct measure showed satisfactory performance, with **63% of students (15 out of 24)** meeting the benchmark on the BSG Analytical Skills measure, a slight increase from 61% last year and above the 50% target. The indirect measure also remained strong, with **90% of students (9 out of 10)** reporting satisfaction, despite a decrease from 96% last year, and remaining above the 80% benchmark. **Both measures met their respective targets, indicating satisfactory student performance and continued positive student perceptions of their analytical skills.**

Ethical considerations in decision-making. **NOT MET**

Students graduating with a bachelor's degree in human resources management should incorporate ethical considerations in decision-making

MEASURES	RESULTS	ACTIONS
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Ethics section of the Business Assessment Test (BAT). Ethics section of the Business Assessment Test (BAT). Students will score 70% or more. Direct - Exam (Course-based) <i>Strategic Analysis: MGMT 4370</i> Target At least 80% of the students in the class.	NOT MET Ethics section of the Business Assessment Test (BAT). ■ Met ■ Not Met  0% 100% Met: 74% Not Met: 26% Met Total: 74% Not Met Total: 26% Analysis The percentage of students meeting the benchmark on the direct measure decreased from 91% last year to 74% this year (20 out of 27), falling below the established 80% benchmark. This decline indicates that the outcome was not met based on the direct measure and suggests a need to review student performance and identify opportunities for improvement.	Modify Policies / Procedures Not Started Faculty will review student performance on the direct measure to identify areas contributing to the decline and determine appropriate strategies to reinforce the relevant concepts. Results will be reassessed in the next assessment cycle to determine whether performance improves toward the 80% benchmark. Recommended Due Date: 05/31/2027
Exit survey Responses to following question in the Exit Survey: 1. How well has your experience in the College of Business provided you with ethical sensitivity? Students will list "satisfied" to the question. Indirect - Survey <i>Strategic Analysis: MGMT 4370</i> Target At least 80% of the students in the class.	MET Exit survey ■ Met ■ Not Met  0% 100% Met: 90% Not Met: 10% Met Total: 90% Not Met Total: 10% Analysis The percentage of students rating the survey item as satisfactory decreased from 96% last year to 90% this year (9 out of 10). Despite the decline, the result remains above the established 80% benchmark, indicating continued strong student perception and that the indirect measure was met.	Maintain Assessment Strategy Maintain current strategies and continue monitoring to sustain progress.

General Outcome Actions

ACTIONS
Modify Policies / Procedures Not Started

Faculty will review the direct assessment results to identify areas contributing to lower student performance and determine appropriate strategies to reinforce the relevant concepts. Results will be reassessed in the next assessment cycle to determine whether performance improves toward the 80% benchmark.

Recommended Due Date: 05/31/2027

Conclusion

The direct measure showed a decline, with **74% of students (20 out of 27)** meeting the benchmark, down from 91% last year and below the 80% target. In contrast, the indirect measure remained strong, with **90% of students (9 out of 10)** reporting satisfaction, despite a decrease from 96% last year and remaining above the 80% benchmark. **Overall, the outcome was partially met, with positive student perceptions but direct performance falling below the established target. The decline in the direct measure warrants review and continued monitoring in the next assessment cycle.**

Global perspectives in business. **NOT MET**

Students graduating with a bachelor's degree in human resources management should understand global perspectives in business.

MEASURES	RESULTS	ACTIONS
International section of the Business Assessment Test (BAT). International section of the Business Assessment Test (BAT). Students will score 70% or more. Direct - Exam (Course-based) <i>Strategic Analysis: MGMT 4370</i> Target At least 80% of the students in the class.	NOT MET International section of the Business Assessment Test (BAT). ■ Met ■ Not Met  0% 100% Met: 74% Not Met: 26% Met Total: 74% Not Met Total: 26% Analysis The percentage of students meeting the benchmark on the direct measure decreased from 82% last year to 74% this year (20 out of 27), falling below the established 80% benchmark. This decline indicates that the direct measure was not met and suggests a need to review student performance and identify opportunities to strengthen students' understanding of global perspectives in business.	Modify Policies / Procedures Not Started Faculty will review performance on the direct measure to identify areas in which students may need additional reinforcement of global business concepts and determine appropriate instructional adjustments. Results will be reassessed in the next assessment cycle to evaluate progress toward the 80% benchmark. Recommended Due Date: 05/31/2027
Exit survey Responses to following question in the Exit Survey: 1. How well has your experience in the College of Business provided you with an understanding of global dimensions of business? Students will list "satisfied" to the question. Indirect - Survey	MET Exit survey ■ Met ■ Not Met  0% 100% Met: 90% Not Met: 10%	Maintain Assessment Strategy Maintain current strategies and continue monitoring to sustain progress.

Strategic Analysis: MGMT 4370	Met Total: 90%	
Target	Not Met Total: 10%	
At least 80% of the students in the class.	Analysis The percentage of students rating the survey item as satisfactory increased slightly from 89% last year to 90% this year (9 out of 10) , remaining above the established 80% benchmark. The indirect measure was met, reflecting continued strong and stable student perception of their understanding of global perspectives in business.	

General Outcome Actions

ACTIONS
Modify Policies / Procedures Not Started Faculty will review the direct assessment results to identify areas where students may need additional reinforcement of global business concepts and determine appropriate instructional strategies. Results will be reassessed in the next assessment cycle to evaluate progress toward the 80% benchmark. Recommended Due Date: 05/31/2027

Conclusion

The direct measure showed a decline, with **74% of students (20 out of 27)** meeting the benchmark, down from 82% last year and below the established 80% target. In contrast, the indirect measure remained strong, with **90% of students (9 out of 10)** reporting satisfaction with their understanding of global perspectives in business, slightly up from 89% last year and above the 80% benchmark. **Overall, the outcome was not met because the direct measure fell below the established target, despite continued positive student perceptions. The difference between demonstrated performance and student perceptions warrants further review and monitoring.**