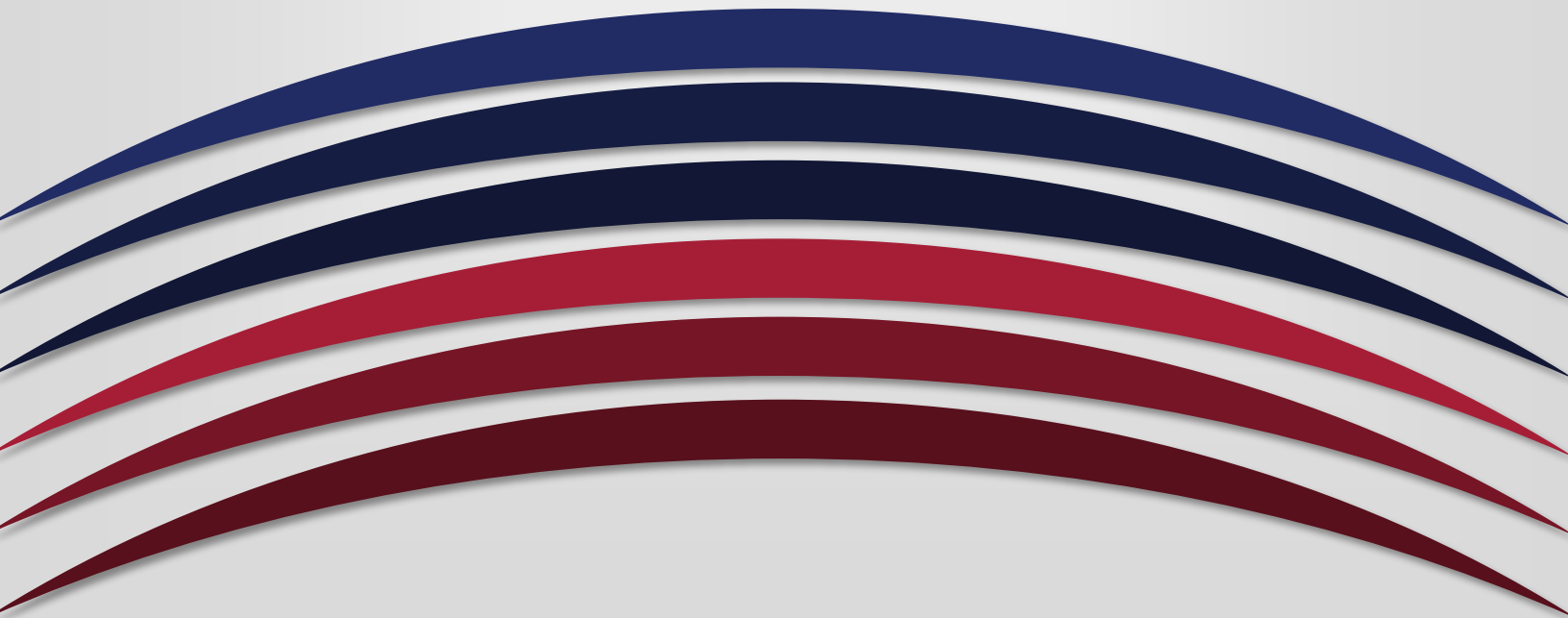


UNIVERSITY OF ARKANSAS  
**PULASKI TECH**

**Assessment Report:**  
**2019-2020:**  
**(BUS2623 Human Resource  
Management)**



1. Name of individual compiling report: Rebecca Sterling

2. Date of submission: August 27, 2020

3. Is the assessment plan (*Check or highlight one*)

☐ an initial plan for the  
program

☐ a revision of an old plan

☒ unaltered from  
previous year

## Course-Level Learning Outcomes-

### 1. What are the Course-Level Outcomes (CLOs)?

Upon completion of this course, you should be able to:

1. Define the roles and activities of a company's human resource management function.
2. Discuss how to strategically plan for the human resources needed to meet organizational goals and objectives.
3. Define the process of job analysis and discuss its importance as a foundation for human resource management practice.
4. Compare and contrast methods used for selection and placement of human resources.
5. Describe the steps required to analyze, develop, implement, and evaluate an employee training program.
6. Identify and explain the issues involved in establishing compensation systems.
7. Identify how new technology, such as social networking, is influencing human resource management.
8. Understand the importance of employee and labor relations and managing risk.

### 2. Which CLOs were addressed for this academic year? (2019-2020)

- Comprehensive final exam – All areas of CLOs
- Note: as this was the second semester, using the book from Walton School of Business (2 plus 2 agreement) BUS 2623 Human Resource Management

### 3. Which CLOs are being addressed in your assessment plan next academic year? (2020-2021)

I use the same CLO's as Walton College of Business. The instructors from Walton College of Business use the comprehensive final exam as their assessment for this course.

#### 4. Explain the assessment cycle.

- Every semester; Spring 2019, Fall 2019; Spring 2020...

#### 5. What are the assessment methods? Are they direct or indirect?

Direct – Comprehensive Final Exam

#### 6. What are the assessment goal(s)?

Increase the effectiveness of the learning process to make it more qualitative and efficient.

Teach working with information, quickly find the necessary material and process it in a quality manner.

#### 7. What were the findings for this academic year? (2019-2020)

On the comprehensive final exam, 6 of 7 students completed the exam. The high score was 86, the low score was 52 and the median score was 74 for the final exam consisted of 50 questions worth 4 points each covering 17 chapters.

The new textbook covers the study of the process and managing human capital, focusing on organizational behavior, legal, economic, and technical issues concerned with business decisions about acquiring, motivating, and retaining employees; emphasis given to the development, implementations, and assessment of policies and practices consistent with legal, social, human, and environmental dynamics.

The new course will teach the students, how to find the best employees and by learning how to manage those employees, it will help the students in their current life, their career, and as a member of society. The new book/course has a broader value to the students pursuing a variety of careers in business.

## 8. What is your analysis of the findings?

On the comprehensive final exam the students averaged 74 which is acceptable. However, I need additional assessment to determine if they are just regurgitating the material or if they can truly demonstrate their understanding of the subject matter!

## 9. What is the action plan for the next academic year? (2020-2021) Explain.

We will be moving to a new edition of a combined book. I am following the lead of the instructors from the Bud Walton school of Business and using the comprehensive final exam for the Fall 2020 semester. I will be integrating written assignment for an additional assessment exercise.