

Assessment: Annual Report



Program (BUS)- Human Resources CT

Unit Mission: The mission of the certificate of achievement program in Human Resources is to provide students with an introduction to the field of human resources and to prepare the student for entry level positions in the field, or for students to continue their education at the associate level in general business or related business areas at GBC.

<i>Outcomes</i>	<i>Assessment Measures</i>	<i>Results</i>	<i>Actions</i>
<p>Examine the voluntary nature of business activity - Examine the voluntary nature of business activity, and develop an appreciation for the reality that choices affect profitability and success in a business enterprise. Outcome Status: Active Frequency of Assessment: 2015-2016 Start Date: 09/07/2015</p>	<p>Assignment - Written - (Direct Measurement): MGT 201 Course: Hewlett Packard Case Study in MGT 201 Case focuses on the decision Meg Whitman made retaining the PC division as it was the major revenue generator and decisions needed to be made to improve the stream.</p> <p>Criterion: Average score for actual student submissions on Case Study exceeds 70%</p>	<p>Reporting Period: 2015-2016 Criterion Met: Yes Students who submitted the assignment scored on average 82.8% on this assignment (06/15/2016)</p>	<p>Action: Students did a wonderful job with this Case Study assignment. Clearly identifying the difficult and timely choices executive management must make. The assignment will remain unchanged. (06/15/2016)</p>
<p>Apply appropriate human resource and relations skills - Apply appropriate human resource and relations skills in employment situations. Outcome Status: Active Frequency of Assessment: 2016-2017 Start Date: 09/05/2016</p>	<p>Assignment - Written - (Direct Measurement): Chapter 7 Case Study in MGT 283 Case focuses on making hiring decisions based on data rather than just interviews and gut feeling. The data approach has reduced turnover in this case example.</p> <p>Criterion: Average score for actual student submissions on Case Study exceeds 70%</p>	<p>Reporting Period: 2015-2016 Criterion Met: Yes Students who submitted the assignment scored on average 76.8% on this assignment (06/15/2016)</p>	<p>Action: Students did achieve stated criteria for objective achievement but I will target specifically one of the discussion questions going forward to reinforce the concepts (06/15/2016)</p>
<p>Evaluate the importance of ethical perspectives - Evaluate the</p>	<p>Assignment - Written - (Direct Measurement):</p>	<p>Reporting Period: 2015-2016 Criterion Met: Yes</p>	<p>Action: Students did a wonderful</p>

<i>Outcomes</i>	<i>Assessment Measures</i>	<i>Results</i>	<i>Actions</i>
<p>importance of ethical perspectives in human resource decision making.</p> <p>Outcome Status: Active</p> <p>Frequency of Assessment: 2017-2018</p> <p>Start Date: 09/04/2017</p>	<p>Chapter 15 Case Study in MGT 283 Case focuses on company evaluation of employee performance prior to termination of said employees so decisions are not made haphazardly or hastily. Emphasis is on HR discussions with employees to see what issues might prevent them from completing their job as needed.</p> <p>Criterion: Average score for actual student submissions on Case Study exceeds 70%</p>	<p>Students who completed this assignment scored on average 93% (06/15/2016)</p>	<p>job with this case study clearly demonstrating the need to document prior to bringing termination proceedings (06/15/2016)</p>
<p>Wants and needs of internal customers, and understand how to take action - Determine the wants and needs of internal customers, and understand how to take action to fill those needs within the constraints of business organization and of the broader society.</p> <p>Outcome Status: Active</p> <p>Frequency of Assessment: 2015-2016, 2018-2019</p> <p>Start Date: 09/03/2018</p>	<p>Exam - (Direct Measurement): Exam 2 in MGT 283 A key topic in the exam is jobs and relations with employees. Emphasis on internal/external relations, employee retention, recruitment, positional analysis, and selection of human resources are address.</p> <p>Criterion: Average score for actual student submissions on Exam 2 exceeds 70%</p>	<p>Reporting Period: 2015-2016</p> <p>Criterion Met: Yes</p> <p>Students who submitted the exam scored on average 80.8% (06/15/2016)</p>	<p>Action: Students grasp the concepts quite well through completion of this exam. No course or assignment changes planned at this time. (06/15/2016)</p>