Assessment Plan for Student Learning

*Major in Human Resource Management*

Student Learning Goals & Objectives

Department of Management
College of Business & Public Administration
University of North Dakota
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Prepared by Department of Management Faculty
A. Learning Goals:

**Universal Management Learning Goals**

1. **Management Concepts.** Students will understand the traditional functions of management including planning, organizing, leading and controlling and become familiar with current management and business theory and practice.

2. **Analytical Problem Solving.** Students will demonstrate decision making skills and apply analytical problem solving techniques used to diagnose, recommend and communicate solutions to business problems.

**Specific Human Resource Management (HRM) Learning Goals:**

3. **Human Resource Management (HRM) Concepts and Related Laws.** Students will understand concepts in the major areas of HRM and related laws including staffing organizations, administering wages & salaries, performance management systems and training and development.

4. **Application of HRM Concepts and Related Laws.** Students will demonstrate skills to apply HRM concepts and related laws through a variety of HRM practices, policies, tools and techniques to enhance business results.

B. Learning Objectives

**Universal Management Objectives**

1a. **Organization structure, organizational culture, and stakeholders.** Students will understand the dimensions of and differences in variations of organizational structure & culture and organizational stakeholders.

1b. **Decision making and internal & external organizational environments.** Students will understand elements of decision making and key factors of internal and external organizational environments.

2a. **Behavioral approaches to problem solving.** Students will demonstrate the ability to apply interactional techniques to solving business problems.

2b. **Quantitative approaches to problem solving.** Students will demonstrate the ability to apply measurement techniques to business problems, for example to determine magnitude and capacity issues.
Specific HRM Learning Objectives

3a. Staffing and Performance Management. Students will demonstrate skills in HRM processes to recruit and hire staff, and to design and conduct employee job performance appraisals.

3b. Wage Administration and Training. Students will demonstrate skills in HRM processes to design and oversee base pay and incentive plans, and to design and conduct employee training and development in job related skills.

4a. HRM Practices & Policies to Enhance Business Results. Students will demonstrate skills in using HRM techniques for example criteria to assess and methods to evaluate job candidates and employee job performance.

4b. HRM Tools & Techniques to Enhance Business Results. Students will demonstrate skills in using HRM tools for example job and pay structures for wage systems and needs assessment and evaluation of results to rate the success of employee training programs.

C. Assessment Techniques – Direct Measures: Multiple Choice Test as part of CoBPA exam for admission qualification to enroll in Mgmt 475

D. Assessment Techniques – Indirect Measures: Senior Survey of Student Perception of Skills Improved as part of CoBPA Dean’s survey near end of Mgmt 475

E. Assessment Timing – Annually during initial years

NOTE: We expect to enhance assessment techniques and change timing after review of several annual data collection cycles.