

# Texas State University

## Outcomes Report

### General Information

<b>Academic Year:</b>	2013-2014
<b>College:</b>	Business
<b>Department:</b>	Management
<b>Program:</b>	Human Resource Management (MS)
<b>Program Code:</b>	52.10
<b>Outcome Type:</b>	Student Learning (GR)
<b>Degree:</b>	Masters
<b>Coordinator/Contact:</b>	Dr. Kay Nicols
<b>Status:</b>	Data Entry Closed

### Mission Statement

The **Master of Science in Human Resource Management (MSHRM)** program is a flexible, part-time program designed to prepare people for successful careers in human resource management. In comparison to the MBA program, which offers a broad-based business education, the MSHRM program offers in-depth knowledge associated with the major aspects of human resource management. The MSHRM curriculum has been designed to adhere to educational guidelines established by the Society for Human Resource Management (SHRM), the premier professional association for the human resource field.

### Evidence of Improvement

Evidence of improvement is indeterminable at this point given that assessment has not previously been conducted in the MS HRM program. However, a solid foundation for assessment is currently in place and student performance on these learning outcomes will be closely monitored using the baselines established on four of the six outcomes in this report. We expect students to perform well on these outcomes and curricular changes will be implemented in areas where performance warrants them.

### Action Plan

For Outcome 1 in MGT 5330, students performed well on the take-home essay exam (with the exception of one non-business student), likely because they had access to course materials as the assessment data were collected via a take-home exam. However, the plan is to enhance student learning of the material by preparing for in-class exams in the future. This will foster preparation for in-class discussion and activities, as well as enhance students' mastery of the material. Next time the course is taught, exams will be objective in nature and will be administered during class time and specific test items used for assessment will be identified a priori. Therefore, these items will be more focused solely on the specific learning outcome rather than measuring multiple concepts, some of which were not germane to the learning outcome.

For Outcome 1 in MGT 5336, the course went well this year and students responded well to class discussions. A more focused effort on demonstrating how compensation and benefits are integrated with human resource management and business in general will likely improve the focus of the course and the students. It is noteworthy that the MSHRM students outperformed the non-MSHRM students on this learning outcome. That may be due to several things, not the least of which is that a substantial number of non-MSHRM students were not enrolled in a graduate program in the McCoy College at all. Their lack of prior business course work may have hampered the performance of some of them, but generally they too performed well. Only changes to the quiz and test items will be undertaken next time the course is taught as continued refinement of these items is crucial.

For Outcome 3 in MGT 5330, students performed well on the take-home essay, likely because they had access to course materials because this was a take-home exam. However, the plan is to enhance student learning of the material by preparing for in-class exams in the future. This will foster preparation for in-class discussion and activities, as well as enhance students' mastery of the material. Next time the course is taught, exams will be objective in nature and will be administered during class time and specific test items used for assessment will be identified a priori. Therefore, these items will be more focused solely on the specific learning outcome rather than measuring multiple concepts, some of which were not germane to the learning outcome.

For Outcome 3 in MGT 5336, the students did not meet the expectations this year in MGT 5336 for learning outcome number three. However, given the low numbers of MSHRM students if only one other student had performed in excess of the standards, the expectations would have been met. Nevertheless, more time will be spent in the course on the wrap-up of issues related to designing pay levels, pay mix, and pay structures which is the essence of compensation and benefits. Additionally, more test items related more specifically to this issue will be developed and current items will be further refined. Of note, is that the MSHRM students slightly outperformed the non-MSHRM students, most of whom were not enrolled in graduate programs in the McCoy College.

For Outcome 4 in MGT 5330, students performed well on the take-home essay, likely because they had access to course materials because this was a take-home exam. However, the plan is to enhance student learning of the material by preparing for in-class exams in the future. This will foster preparation for in-class discussion and activities, as well as enhance students' mastery of the material. Next time the course is taught, exams will be objective in nature and will be administered during class time and specific test items used for assessment will be identified a priori.

Therefore, these items will be more focused solely on the specific learning outcome rather than measuring multiple concepts, some of which were not germane to the learning outcome.

For Outcome 5 in MGT 5336, the students met the expectations this year in MGT 5336 for learning outcome number five. The topics were well-integrated, if only tangentially related to employee selection issues. A greater focus on the strong linkage between external competitiveness and performance appraisal with employee selection will facilitate students' performance on this learning outcome. Of note, is that the MSHRM students slightly outperformed the non-MSHRM students, most of whom were not enrolled in graduate programs in the McCoy College. Additionally, more test items related more specifically to this issue will be developed and current items will be further refined

### Outcome 1

Students will demonstrate knowledge of the functional areas of human resource management and how they are interrelated.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

### Outcome 1 - Method 1

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

### Outcome 1 - Method 1 - Result

	MSHRM students			non-MSHRM students			TOTAL	
	FALL raw #	SPRING raw #	%	FALL raw #	SPRING raw #	%	raw #	%
Exceeds	2	N/A	100	14	N/A	77.78	16	80.00
Meets	0	N/A	0	3	N/A	16.67	3	15.00
Failed to meet	0	N/A	0	1	N/A	5.56	1	5.00
<b>Total</b>	<b>2</b>	<b>N/A</b>	<b>100.00</b>	<b>18</b>	<b>N/A</b>	<b>100.00</b>	<b>20</b>	<b>100.00</b>

In MGT 5330 for the fall of 2013, **100%** of the MSHRM students met or exceeded the professor's expectations, thus **achieving** the goal for this learning outcome. For the spring of 2014, the course was not taught. For the entire academic year 2013-2014, **100%** of MSHRM students met or exceeded the professor's expectations for this learning outcome, thus **achieving** the goal for this learning outcome.

### Outcome 1 - Method 2

1. Assessed in MGT 5336 (Compensation and Benefits) via exam questions or class assignment.
2. Assessed in MGT 5338 (Human Resource Development) via exam questions or class assignment.

### Outcome 1 - Method 2 - Result

	MSHRM students			non-MSHRM students			TOTAL	
	FALL raw #	SPRING raw #	%	FALL raw #	SPRING raw #	%	raw #	%
Exceeds	N/A	9	90.00	N/A	7	36.84	16	55.17
Meets	N/A	1	10.00	N/A	10	52.63	11	37.93
Failed to meet	N/A	0	0.00	N/A	2	10.53	2	6.90
<b>Total</b>	<b>N/A</b>	<b>10</b>	<b>100.00</b>	<b>N/A</b>	<b>19</b>	<b>100.00</b>	<b>29</b>	<b>100.00</b>

With respect to **MGT 5312/5336** for the fall of 2013, the course was not taught. For the spring of 2014, **100.00%** of the MSHRM students met or exceeded the professor's expectations, thus **achieving** the goal for this learning outcome. For the entire academic year 2013-2014, **100.00%** of MSHRM students met or exceeded the professor's expectations for this learning outcome, thus **achieving** the goal for this learning outcome.

## Outcome 2

Students will demonstrate knowledge of employee training and development programs and policies and how such programs and policies affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

### Outcome 2 - Method 1

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

### Outcome 2 - Method 1 - Result

For this assessment cycle, MGT 5330 collected assessment data for outcomes 1, 3, and 4. In the next assessment cycle, MGT 5330 will collect assessment data for outcomes 2 and 5. The two year rotation will allow all outcomes to be assessed in at least two core courses during each two year period.

### Outcome 2 - Method 2

1. Assessed in MGT 5338 (Human Resource Development) via exam questions or class assignment.

### Outcome 2 - Method 2 - Result

Due to unexpected faculty turnover during the fall semester, we were unable to collect assessment data from MGT 5338 for this academic year.

With a new faculty member teaching the course the next time it is offered, we will have complete assessment data and results for that assessment cycle.

## Outcome 3

Students will demonstrate knowledge of compensation and benefit programs and policies and how such programs and policies affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

### Outcome 3 - Method 1

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

### Outcome 3 - Method 1 - Result

	MSHRM students			non-MSHRM students			TOTAL	
	FALL raw #	SPRING raw #	%	FALL raw #	SPRING raw #	%	raw #	%
Exceeds	2	N/A	100.00	14	N/A	77.78	16	80.00
Meets	0	N/A	0.00	4	N/A	22.22	4	20.00
Failed to meet	0	N/A	0.00	0	N/A	0.00	0	0.00
<b>Total</b>	<b>2</b>	<b>N/A</b>	<b>100.00</b>	<b>18</b>	<b>N/A</b>	<b>100.00</b>	<b>20</b>	<b>100.00</b>

In MGT 5330 for the fall of 2013, **100%** of the MSHRM students met or exceeded the professor's expectations, thus **achieving** the goal for this learning outcome. For the spring of 2014, the course was not taught. For the entire academic year 2013-2014, **100%** of MSHRM students met or exceeded the professor's expectations for this learning outcome, thus **achieving** the goal for this learning outcome.

### Outcome 3 - Method 2

1. Assessed in MGT 5336 (Compensation and Benefits) via exam questions or class assignment.

### Outcome 3 - Method 2 - Result

	MSHRM students			non-MSHRM students			TOTAL	
	FALL raw #	SPRING raw #	%	FALL raw #	SPRING raw #	%	raw #	%
Exceeds	N/A	2	20.00	N/A	3	15.79	5	17.24
Meets	N/A	6	60.00	N/A	12	63.16	18	62.07
Failed to meet	N/A	2	20.00	N/A	4	21.05	6	20.69
<b>Total</b>	N/A	10	100.00	N/A	19	100.00	29	100.00

With respect to **MGT 5312/5336** for the fall of 2013, the course was not taught. For the spring of 2014, **80.00%** of the MSHRM students met or exceeded the professor's expectations, thus **failing to achieve** the goal for this learning outcome. For the entire academic year 2013-2014, **80.00%** of MSHRM students met or exceeded the professor's expectations for this learning outcome, thus **failing to achieve** the goal for this learning outcome.

### Outcome 4

Students will demonstrate knowledge of employment law and how legal issues affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

### Outcome 4 - Method 1

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

### Outcome 4 - Method 1 - Result

	MSHRM students			non-MSHRM students			TOTAL	
	FALL raw #	SPRING raw #	%	FALL raw #	SPRING raw #	%	raw #	%
Exceeds	2	N/A	100	14	N/A	77.78	16	80.00
Meets	0	N/A	0	3	N/A	16.67	3	15.00
Failed to meet	0	N/A	0	1	N/A	5.56	1	5.00
<b>Total</b>	2	N/A	100.00	18	N/A	100.00	20	100.00

In MGT 5330 for the fall of 2013, **100%** of the MSHRM students met or exceeded the professor's expectations, thus **achieving** the goal for this learning outcome. For the spring of 2014, the course was not taught. For the entire academic year 2013-2014, **100%** of MSHRM students met or exceeded the professor's expectations for this learning outcome, thus **achieving** the goal for this learning outcome.

### Outcome 4 - Method 2

1. Assessed in BLAW 5310 (The Employment Relationship) via exam questions or class assignment.

### Outcome 4 - Method 2 - Result

The assessment protocols for the MS HRM program are being rolled-out incrementally and BLAW 5310 will be included in the next cycle of the assessment process.

### Outcome 5

Students will demonstrate knowledge of recruitment and selection programs and policies and how such programs and policies affect other functional areas of human resource management.

For each method below the **standards** of performance are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 85% of students enrolled in the course during the academic year will meet or exceed expectations on each learning outcome.

**Outcome 5 - Method 1**

1. Assessed in MGT 5330 (Seminar in HRM) via exam questions or class assignment.

**Outcome 5 - Method 1 - Result**

For this assessment cycle, MGT 5330 collected assessment data for outcomes 1, 3, and 4. In the next assessment cycle, MGT 5330 will collect assessment data for outcomes 2 and 5. The two year rotation will allow all outcomes to be assessed in at least two core courses during each two year period.

**Outcome 5 - Method 2**

2. Assessed in MGT 5337 (Organizational Staffing) via multiple choice and short answer exam questions on three major exams during the semester.

**Outcome 5 - Method 2 - Result**

This outcome was assessed in MGT 5336 (Compensation and Benefits) this year via multiple choice and short answer exam questions on three major exams during the semester.

	MSHRM students			non-MSHRM students			TOTAL	
	FALL raw #	SPRING raw #	%	FALL raw #	SPRING raw #	%	raw #	%
Exceeds	N/A	5	50.00	N/A	10	52.63	15	51.72
Meets	N/A	5	50.00	N/A	7	36.84	12	41.38
Failed to meet	N/A	0	0.00	N/A	2	10.53	2	6.90
<b>Total</b>	N/A	10	100.00	N/A	19	100.00	29	100.00

With respect to MGT 5312/5336 for the fall of 2013, the course was not taught. For the spring of 2014, **100.00%** of the MSHRM students met or exceeded the professor's expectations, thus **achieving** the goal for this learning outcome. For the entire academic year 2013-2014, **100.00%** of MSHRM students met or exceeded the professor's expectations for this learning outcome, thus **achieving** the goal for this learning outcome.

**Outcome 6**

The academic program will promote and realize gains in student success.

**Outcome 6 - Method 1**

Student retention success will be measured by observing one year retention rates of students enrolled in the academic program from their first to second year. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Rates of retention success will be expected to be at or above the university average for this level of program.

**Outcome 6 - Method 1 - Result**

The number of entering student enrolled in the academic program who returned the second year provided the data to assess retention. In this program, 4 of the 5 entering students in fall of 2013 returned for their second year in fall of 2014 for a one year retention rate of 80.0%, exceeding the university master's level average of 78.9% and meeting the expected target. This is the first year to calculate retention rates. the 2013-2014 will serve as baseline data for future assessment cycles.

**Outcome 6 - Method 2**

Student graduation success will be measured by observing the number of graduates from the academic program in during the fall, spring, and summer semesters and comparing the number of graduates to the number of students enrolled in the program. Data will be obtained from the university's certified enrollment records for the fall, spring, and summer semesters. The number of graduates is expected to be at or above the university rate of graduation for this level of program.

**Outcome 6 - Method 2 - Result**

The number of students graduating from the degree program during the 2013-2014 fall, spring, and summer semesters along with the total number of students enrolled in the program provided the data to assess student graduation success. In this program, 2 of the 8 students enrolled in the program graduated in the fall, spring, and summer semesters for a graduation percentage of 25.0%, below the university Masters average of 35.7% and not meeting the expected target. The percentage of graduates in 2013-2014 was higher than the 0.0% of graduates in 2012-2013 showing an improvement.

## Outcome 7

The academic program will promote and realize diversity among its student population.

### Outcome 7 - Method 1

Student gender diversity will be measured by reviewing the number and percentage of male and female students enrolled in the academic program during the fall, spring, and summer semesters. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Student gender diversity will be expected to be balanced (50/50).

### Outcome 7 - Method 1 - Result

The number male versus female students enrolled in the academic program during the 2013-2014 fall, spring, and summer semesters provided the gender data. In this program, 7 of the 8 students or 87.5% were female while 1 of the students or 12.5% were male providing an imbalanced gender distribution and not meeting the expected target. The percentage of female and male students in 2012-2013 was 100% and 0% respectively; thus, the male-female ratio has become more balanced in 2013-2014.

### Outcome 7 - Method 2

Student racial and ethnic diversity will be measured by observing race and ethnicity of students enrolled in the academic program during the fall, spring, and summer semesters. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Student racial and ethnic diversity will be expected to mirror percentages in the population of the state of Texas.

### Outcome 7 - Method 2 - Result

The number students of various ethnic backgrounds enrolled in the academic program during the 2013-2014 fall semester provided the data to assess ethnic and racial diversity. In this program, 0 of the 8 students or 0.0% (compared to 0.0% in 2012-2013) were African-American; 1 of the 8 students or 12.5% (compared to 20.0% in 2012-2013) were Hispanic; 5 of the 8 students or 62.5% (compared to 80.0% in 2012-2013) were White, non-Hispanic; 1 of the 8 students or 12.5% (compared to 0.0% in 2012-2013) were of other minority or unknown backgrounds; 1 of the 8 students or 12.5% (compared to 0.0% in 2012-2013) were of non-resident International students. During 2013-2014, the state of Texas population consisted of 9.9% African American, 30.2% Hispanic, 38.5% White, non-Hispanic, 12.8% other minority or unknown background, and 8.6% were of non-resident International students. Thus, the data for this program indicate students represent a racial and ethnic diversity distribution different from that of other Texas Emerging Research Universities, also indicating that the program is not meeting the expected target. Compared to 2012-2013, the student population in 2013-2014 appears to represent a more diverse background.

## Approval History

### Approval History Event

Outcomes Approved Level 1  
Outcomes Approved Level 2  
Outcomes Audit Report Submitted  
Results Approved Level 1  
Results Approved Level 2

### Approver

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