

**Park University
School of Business and Management**

**Human Resources Program
Assessment Plan**

University Vision Statement:

Park University will be a renowned international leader in providing innovative educational opportunities for learners within the global society.

School of Business and Management Vision Statement

Graduates of the School of Business and Management are professionals who have learned theory and application. They have the skills and knowledge necessary to lead business and society in a global community.

University Mission Statement:

The mission of Park University, an entrepreneurial institution of learning, is to provide access to academic excellence which will prepare learners to think critically, communicate effectively and engage in lifelong learning while serving a global community.

School of Business and Management Mission Statement:

The mission of the School of Business and Management is to provide professional programs of study that are founded in the liberal arts tradition. These programs provide knowledge, skills and values necessary for the global leadership of business and society.

Conceptual Framework

The Park University Mission and Vision Statements and the School of Business and Management provide the basic structures and concepts within which the assessment plan for the Human Resources Program has been developed and operates. This plan assesses the performance and competencies of those students who study and pursue a degree in Human Resources in relation to knowledge within the Human Resource field of practice. The purpose for the assessments is to assure the program and the courses are viable, pertinent, and reflect the fundamentals of a liberal arts tradition. The Human Resource student should be prepared to accept a role and contribute to society intellectually, morally and ethically, and to further the field of human resources in organizations. Human Resource professionals are prepared to actively participate in scientific inquiry, the development and maintenance of an ethically and socially responsible organization, as well as the practices of human resource development and management.

The Human Resource program curriculum provides a venue and way for students to develop their abilities to communicate, participate in decision making, and interact effectively with individuals representing other professional disciplines and fields of work. The program's courses require the students to develop their communication skills, both oral and written, and to formulate interpretations, personal beliefs and to serve as advocates of human resources. The course

requirements also provide opportunities for students to interpret and verbalize abstract concepts for use in practical, applicable issues and situations. The desired outcome of the program is a graduate prepared to enter the field of human resources in organizations, ranging from businesses and profit oriented enterprises to non-profit philanthropic organizations. Graduates should be prepared to effectively operate their own consulting practice and interact and practice in the international arena. Lifelong learning and maintenance of professional ethics are emphasized in the Human Resource curriculum.

Literacy

Human Resource courses provide opportunities to address and develop skill in four of the areas of literacy as defined in the University curricula. Scientific literacy is the basis for the Human Resource use of scientific investigation for employment issues and practices. Critical literacy permeates all of the Human Resource courses through the research and development of factually based solutions to issues organizational human resource issues. In a similar vein, moral issues are addressed and considered throughout the courses, particularly focused on employment related practices. Values literacy is the basis for the development of understanding differences between employees in the international context, both within domestic organizations and in multi-national or global operations. Civic literacy is emphasized in the development of the socially responsible organization and awareness of stakeholders other than investors, employees, and customers.

Human Resource Program Objectives

Graduates of the Park University Human Resources Program will have a distinct set of competencies and proficiencies:

Describe the role of the Human Resource (HR) function or department in the operation of an organization. This is fulfilled through satisfactory completion of MG 352, HR 353, HR 421, HR 422, HR 434, and HR 491 and class discussion, examination answers, research reports and papers.

Explain how the HR role will vary, based on the organization's unique characteristics, in particular, size, technology, locations. The curricula and activities satisfactorily performed in the completion of HR 353, HR 421, and HR 422, and class discussion, examination answers, research papers, and papers present sufficient evidence.

Develop a plan for training a new employee. Completion of HR 353 and HR 421, the development of a training plan, examination answers, and papers all provide evidence of the achievement of this competency.

List and briefly describe the major laws that establish and affect collective bargaining. List and describe the major laws that have impacted and affected HR since 1960. Class discussion and answers to examination questions and satisfactory completion of MG 260, HR 353, EC302, and/or MG 420 reflect achievement of these proficiencies.

Explain the relation between compensation and performance. Describe three issues HR must address as organizations add and layoff workers. List the steps in the establishment of a collective bargaining unit in an organization. The completion of HR 353, HR 434, and MG 420 and the required class discussion, written answers to examination questions and reports provide substantive evidence of the achievement of these proficiencies

The identification and description of four HR issues in the operation of an international, multi-national, or global organization is part of the fulfillment of course requirements for MG 352, HR 353., and HR 491.

Identify and describe four ethical issues that HR managers must address and manage in their professional practice. Describe how HR management influences and contributes to a strategic plan. The development of these competencies and skills are the result of the satisfactory completion of the class requirements and activities for HR 353, HR 491, and MG 495.

The Assessment Plan

All of the Human Resource Program courses are based on identified student performance learning outcomes. The courses are routinely reviewed and student performance evaluations are used to revise courses to improve student understanding and achievement as well as accuracy and viability of the information presented.

Students are encouraged to complete the courses in the recommended sequence and to use factual material from other HR courses in the development of research papers and reports in each respective course.

The capstone course HR 491 Senior Seminar in Human Resources requires students to address and write reports on current, contemporary issues for Human Resource professionals. In addition, the student must write and submit a referenced, factually based position paper that reflects personal beliefs and values in relation to a contemporary human resource practice or issue.

The HR student is required to satisfactorily complete MG 495 Business Policy and Strategy. Since this course is the capstone course for all students, the HR major will actively participate in the development of strategies and policies for application and use in case reports. The cases used are real situations from actual organizations. The HR student is expected to present and contribute in the context of human resources.

Graduates of the Park University Human resources Program are being employed in a variety of different positions. However, one commonality exists: the majority of these are positions that evolve around or concentrate on human relations and contributions to organization achievement. The program is reviewed to assure the courses reflect contemporary issues and are meeting the needs of employers.