MAJOR GOALS AND LEARNING OUTCOMES FOR THE B.S. IN BUSINESS ADMINISTRATION/MANAGEMENT MAJOR, HUMAN RESOURCES SPECIALIZATION PROGRAM

I. Employ knowledge of the international nature of management.

Student Learning Outcomes:

SLO #1.1: Identify the cultural dimensions that distinguish different countries on work-related attitudes.
- Content Delivered in: MGT 350

SLO #1.2: Analyze how different countries require different strategies.
- Content Delivered in: MGT 405
- Assessment Method: Culminating exam (Management Assessment Test (MAT) administered in MGT 405 (capstone course)

II. Analyze, formulate, and develop methods for implementing strategies in established or entrepreneurial organizations.

Student Learning Outcomes:

SLO #2.1: Apply strategic theories and frameworks to organizations in a global context.
- Content Delivered in: MGT 405

SLO #2.2: Integrate functional areas into strategic business problems from a general management perspective.
- Content Delivered in: MGT 401, MGT 405
- Assessment Method: Culminating exam (Management Assessment Test (MAT)) administered in MGT 405 (capstone course)

III. Apply ethical frameworks and theories and how to apply them in business situations.

Student Learning Outcomes:

SLO #3.1: Apply 4-6 ethical theories to current business situations.
SLO #3.2: Explain the philosophical arguments for and criticisms of 4-6 ethical theories.
- Content Delivered in: MGT 356
- Assessment Method: Essay exam questions in MGT 356

IV. Apply leadership theories and competencies in business situations.
Student Learning Outcomes:

**SLO #4.1**: Describe and apply leadership theories.
- Assessment Method: Exam questions in MGT 350
- Content Delivered in: MGT 350

**SLO #4.2**: Analyze the applicability of leadership skills/practices in different situations.
- Assessment Method: Individual paper assignment or exam questions in MGT 475
- Content Delivered in: MGT 475

V. Identify issues related to the organizational processes of acquiring, developing, evaluating, and rewarding human resources.

Student Learning Outcomes:

**SLO #5.1**: Identify issues involved with acquiring human resources including job analysis, HR planning, equal opportunity law, recruitment, and selection.
**SLO #5.2**: Identify issues related to developing, evaluating, and rewarding human resources via training, performance management and compensation systems.
- Content Delivered in: MGT 352
- Assessment Methods: Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course)

VI. Describe and critique the various sources of information used for personnel selection decisions.

Student Learning Outcomes:

**SLO #6.1**: Recommend preferred method of selection based on organizational need and environmental conditions.
**SLO #6.2**: Define the ways to measure the effectiveness of methods used for selection and placement of human resources.
- Content Delivered in: MGT 352, MGT 461
- Assessment Methods: Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course) and/or short answer/essay exam questions in MGT 352 and 461

VII. Identify the decisions involved in establishing a compensation structure.

Student Learning Outcomes:

**SLO #7.1**: Distinguish the ways in which employees evaluate the fairness of a compensation structure.
**SLO #7.2**: Identify internal and external factors involved in establishing compensation systems.
• Content Delivered in: MGT 352, MGT 462
• Assessment Method: Culminating exam (Management Assessment Test – MAT) administered in MGT 405 (capstone course) and/or exam questions in MGT 352 and 462