

# MSHRM Action Plans

## Current AoL Cycle

### **COLLABORATION**

To address weaknesses and improve opportunities for collaboration, faculty will include a group project and provide guidance on successful group project management in courses where appropriate to give students an opportunity to practice collaboration skills by Fall 2020. A new course will be selected to measure this outcome.

HRMT 5324 will developed a group project discussion approach to introducing collaboration skills and use of a peer evaluation tool mapped to the collaboration rubric to be implemented in Spring 2022.

### **DECISION MAKING**

Based on Spring 2021 assessment data for the Master Body of Knowledge Required for Discipline outcome, the faculty will raise the target for the MS HRM Comp Exam to 70% of students will score 75 or higher on the aggregated and individual items on the assessment. The faculty will also identify instructional changes to increase the student learning on the Talent Planning and Acquisition knowledge area.

### **EFFECTIVE COMMUNICATIONS**

Based on the data collected Fall 2019 indicating students are not using appropriate sources to support their arguments, faculty will include a class topic in all courses in the MSHRM program that discusses what are acceptable academic sources and how to find them using Tarleton Discovery library search engine or Google Scholar to make sure the students know what academic sources are and how to find them. Additionally, to reinforce the use of appropriate academic sources by restricting writing assignments in the HRMT 5380 to use of only these academic sources. This will be implemented in Fall 2020 and data will be collected in Fall 2021 to determine if the program improved student learning on use of appropriate sources of information.

### **ETHICS**

Based on data collected Fall 2019, over 90% of students met the target for all items except, "Students able to prioritize relevant stakeholder needs...". Eighty-eight percent of students met the target for this item but it was noticeably lower than the other rubric items so an action plan will be developed by faculty to improve student understanding of stakeholders' needs in ethical decision-making situations. The new action item will be to incorporate a discussion of stakeholder needs with relevant examples into the HRMT 5380 course in order to increase their understanding of the topic. This will be done fall 2020 and assessed Fall 2021 to determine the impact of the course modification on student learning.