

ASSESSMENT ACTIVITY IN BA241

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ACTIVITY

In an effort to assess our students' knowledge and competencies in the Human Resource concentration (BBA Learning Goal 2), Dr. Richard Colfax administered Pre- and Post-tests in BA241 in the beginning of Spring 2008.

TEST INSTRUMENT

The test used in BA241 is a test of items selected from the standardized questions that come with the text (Mathis & Jackson, Human Resource Management; Essential Perspectives, 4th Ed, 2007). It is made up of two sections: 25 questions where terminologies are matched to their correct definitions, and 25 multiple-choice questions. The test format is the same as that used on the 5 other tests employed during the semester. The semester exams are each based on 2 chapters from the text.

The same questionnaire is used in the Pre- and Post-tests, which guarantees that the same questions are asked and that there will be no unnecessary copying of additional questionnaires, which is consistent with the UOG Green Initiative.

The course does not teach to the test. Students are informed about the post-test at the end of the course but the results are not included in their semester grade calculation.

TEST RESULTS

	Spring 08, AM		Spring 08, PM		Summer 08		Fall 08, AM		Fall 08, PM		Spring 09, AM		Spring 09, PM	
	Pre-test	Post-test	Pre-test	Post-test	Pre-test	Post-test	Pre-test	Post-test	Pre-test	Post-test	Pre-test	Post-test	Pre-test	Post-test
Average	49.56	62.22	50.19	64.57	35.83	77.65	34.57	71.73	27.00	69.55	28.38		25.25	
Std Dev	7.63	8.89	8.24	10.30	11.10	11.18	11.29	9.45	7.90	9.58	6.17		7.53	
High	62	78	60	82	60	90	58	86	46	86	44		40	
Low	34	42	34	42	18	54	10	52	16	48	18		12	
Respondents	18	18	21	21	23	23	22	22	22	22	26		24	
z-stats		9.07***		9.23***		22.54***		20.66***		27.33***				
Average Pre-test	35.83													
Average Post-test	69.14													
Average Gain	33.32	93.00%												

*** Post-test average score is statistically significantly higher than Pre-test average score at a 1% significance level.

The Pre- and Post-test results for Spring 2008 and Summer 2008 and the Pre-test results for Fall 2008 were presented at the Assurance of Learning Committee meeting in September 2008. The results-to-date was submitted to the Assurance of Learning Committee chair on February 3, 2009 and was summarized in the table above. The results will be discussed in the next Assurance of Learning Committee meeting (March 2009).

HOW ACTIVITY IS LINKED TO THE COURSE-LEVEL STUDENT LEARNING OBJECTIVES

The course syllabus stated the following:

Students will, upon completion of the course, be able to:

1. explain the importance of Human Resource Management (HRM) as a field of study;
2. explain the importance of the HRM employment function in organizations, especially in Guam & the Pacific Region;
3. understand the impact and implications of standard and international HRM practices;
4. know the elements of HRM functions and related key concepts & terminology;
5. apply learned principles and techniques to appropriate topics and projects;
6. relate HRM practices in "real world" situations through internet projects;
7. analyze information on HRM topics in a logical and critical manner; and
8. identify the career possibilities available in HRM and IHRM in Guam and Micronesia.

These SLOs will be evaluated using various tools, including a pre/post exam, course exams, assignments and projects.

This Pre- and Post-test is assessing whether the course SLOs 3 and 4 are taking place.

CLOSING THE LOOP

Because this test is not a national, standardized test with benchmarks against which we can compare our students' performance. For this reason, it was necessary to collect a data over several semesters to get an idea of our students' performance. With 3 semesters of complete data, it might be possible to begin discussing what criteria we use to be able to say that learning has taken place in this course.