

Western Student Learning Results (Program Outcomes) for 2011

Source: Student

of Grads: 14

Program: Human Resource Management

of Responses: 11

Outcome	Yes	No	Unk	NA	Result	Feedback
What did you like about this program?	10 90.91%	1 9.09%	0	0		
	Yes					Lori Olson is an amazing instructor. I learned so much from her classes, and truly felt important to her. The program has been very hands on and the information learned has been extremely beneficial.
	Yes					I like the hands on experience.
	Yes					I enjoyed the knowledge that Lori and Dr. Dan had shared with the class. The classes included real life work situation assignments I will apply directly while working in human resources.
	Yes					the participation for activities and real world scenerios
	Yes					I feel some of the classes were not needed. For example, Apps class this year, i feel was a joke, mainly because our employer did not want to communicate with us. I honestly feel like it was a waste of my time and money.
	Yes					I enjoyed the varied amount of information and the learning experience
	Yes					The learning process was very hands on. The experience I gained at Western puts me at an advantage in furthering my education.
	Yes					The hands-on experiences. The projects took a lot of time, work and effort, but in the end they were worth it! I had a better understanding of the "real" work I will have to do in my HR position. I didn't feel so "lost" when given a project to do in my position, I had course work to compare it to.
	Yes					I liked that every class applied to and was useful to human resources.
	Yes					I feel the encouragement from advisors and instructors really went down the closer to graduation we got. It is hard to feel confident going into your field with very little feedback and a majority of it negative.
	No					I didn't learn as much as I wanted to. Looking forward to transfer and gain a better education!
What would you change about this program?	10 90.91%	1 9.09%	0	0		
	Yes					The HRIS course, the way it is being taught now does not allow proper instruction. It was very hard learning the material. I feel an introductory class would be more beneficial.
	Yes					I would completely scrap the HRIS course, this is outdated.
	Yes					Internships offered to all students as done in other colleges.
	Yes					order of classes to be taken.
	Yes					Less group work
	Yes					I wouldn't change a thing. All the classes were very useful.
	Yes					A new instructor is needed for a couple of the courses, one that understands what needs to be taught, one that understands the material and knows how to explain the material to the students and doesn't just rely on technology to teach the students.
	Yes					The last semester with Dr. Dan is frustrating. Someone needs to give surveys on his teaching style

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					Yes	I would change the HR system class. I didnt not learn or get anything from that class
					No	The advisers need to tell us HR students to take Intro to statistics if transferring to a four-year college or university upon graduation. Math with Business Apps was a waste of time and money! International Issues was a pointless class, it was a glorified history class. It also was a waste of time and money, the book was never used. The class doesn't transfer at Viterbo. HRIS was a mess, the book is so out of date, it is contradicting, and very confusing. HR Apps should be a internship, not a group project with employers who set bad examples and do not communicate. In addition, groups should be picked, due to people's location and schedules unless we are to be compensated for our gas mileage! Portfolio class should not be printed in color nor should resume paper be used UNTIL corrections are made for HR Apps. College students are NOT made of money!
Use effective communication skills.	10	90.91%	1	9.09%	0	0
					Yes	VERY good communication between instructor and student. Lori and Dr. Dan, and actually all the instructors I had a Western, held good communication with their students. I was always able to get into contact with one of the instructors when I had a questions, problem or just needed advice.
					Yes	Never had any problems with communication. Advising was excellent.
					Yes	Email and blackboard are excellent tools for communication.
					Yes	Absolutely helps with communication skills
					Yes	Interviewing was a great class for using communication skills.
					Yes	Communication is the key to all sections of learning. I enjoyed all the feedback from instructors as well as other students.
Apply mathematical concepts.	11	100.00%	0		0	0
					Yes	This is a yes/no answer for me. My compensation course was probably the worse course taken at Western, because I had no clue what I was doing. The instructor was not great and did not explain what needed to be done or how to do it. Other than that course, yes, mathematical concepts were met.
					Yes	I feel the Payroll Accounting class is excellent and am impressed with the knowledge I took away from the course. I was disappointed to find out that we were never told the difference between taking stats and math with business apps - both four year colleges will not accept the math with business apps. Encouragement from advisors to continue their education is important, and that should include accessing all tools that Western has to offer (transferable classes).
					Yes	yes, but no much
					Yes	All my many math classes taken at Western will be used directly in my field of work.
					Yes	ugh...math classes were also a joke. I feel like a test should be required to place you in a math class, i have taken 3 math classes that were basically identical and were required to go to the next.
					Yes	Did not have to apply any complex mathematical concepts.
Transfer social and natural science theories into practical applications.	9	81.82%	2	18.18%	0	0
					Yes	yes

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	MY skills gathered in social and natural science theories will be directly applied in my work in the future.
					Yes	This was very true in all courses. We not only learned the concepts out of the books but also got to put them right to work.
					Yes	In some instances yes.
Demonstrate ability to think critically.	11 100.00%	0	0	0		
					Yes	There could have been more of these situations. Such as using case studies in groups and having us apply what we have been learning to a problem that is being faced in the case study.
					Yes	In many classes I was able to participate in many areas of critical thinking and it makes it easier as issues come up.
					Yes	In all of the HR courses you had to put thought into your work!
					Yes	yes
Demonstrate ability to value self and work ethically with others in a diverse population.	10 90.91%	1 9.09%	0	0		
					Yes	In many classes I was able to use my strengths and weaknesses and combine it with other people to effectively problem solve.
					Yes	It is at times difficult to work with others who do not have the same expectations as you do, however, it can be done. If there was a problem, I knew that I was able to go to my instructors to get help and guidance.
					Yes	Sure...working in groups, enough said!
					Yes	yes
					No	My advisor was fabulous and because of their early input, I am graduating. Due to the change in input I am graduating with very little self value. Corrective criticism is welcomed however it is unfair to only give negative feedback.
Use technology effectively.	9 81.82%	2 18.18%	0	0		
					Yes	I was able to utilize all the technology at Western which eased in research for all projects at hand.
					Yes	yes
					No	HRIS class had very little to no instruction (less than 1 hour of instruction whole semester). Teacher was available for questions however with everyone always having questions often times you would sit for twenty plus minutes unable to do anything. Instructor did not grade a majority of projects until the end and three days until graduation I still have homework that was turned in at the beginning of semester with no grade. The book does not match the projects and often times the instructor had to have other classmates instruct on how to do something as he was unable to figure it out.
					No	The microsoft classes should be an semester long. There is so much I still do not know.
Make decisions that incorporate the importance of sustainability	10 90.91%	1 9.09%	0	0		
					Yes	Didn't learn much about sustainability. this is a topic that the importance should be stressed more.
					Yes	yes

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					Yes	One of our classes we were required to purchase expensive paper, high quality sheet protectors, printing ink and a portfolio. The following semester we were required to make corrections to this same portfolio and again purchase expensive paper, ink etc. These classes had no instruction and we paid full price. These were essential classes, however this extream cost on top of class prices were extreamly steep.
Interpret and apply employment laws.	10	90.91%	1	9.09%	0	0
					Yes	This was one of my favorite courses - being able to see both sides of a situations and understand what really is going on, how and why the laws were made!
					Yes	i would have like to learn more about the laws, other than just talking about cases.
					Yes	This .was a very interesting class
					Yes	Employment law was my favorite class. I feel I learned the most in this class than any other course.
					Yes	Very thourough class.
					Yes	yes
					Yes	Loris employment class was excellent. Learned a lot and in a very effective way.
Recruit, select, orient and retain a diverse and qualified staff.	11	100.00%	0		0	0
					Yes	Sure
					Yes	This was another course I enjoyed a lot. In my current position I do a lot of recruiting and have been able to apply what I learned in class to what I do now.
					Yes	Very good class, allowed to obtain not only professional communication skills but also connections with outside contacts.
					Yes	yes
					Yes	A lot of hands on projects that allowed us to work with community members.
Assess organizational and employee development, and fulfill training needs.	11	100.00%	0		0	0
					Yes	yes
					Yes	Great project however I feel it should be a requirment as it is for applications to present it to the employer. Often times in these projects that are not required to have feed back from employer, students are fudging information.
					Yes	We will see...
Develop and implement benefit and compensation plans.	10	90.91%	1	9.09%	0	0
					Yes	Benefits was slightly disapointing for me. I felt like it could have been better taught, and the grading could have been more favorable. The tests were inconsistent with what was covered in class.
					Yes	This was one of the most difficult courses for me as there is so much to learn and understand, especially at a time when there were so many changes going on with benefits.
					Yes	yes
					No	I didn't learn a thing in compensation management!

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<i>Aggregate Assessment of Achievement</i>	132	92.31%	11	7.69%	0	0