

# Western Student Learning Results (Program Outcomes) for 2012

Source: Student

# of Grads: 12

Program: Human Resource Management

# of Responses: 10

Outcome	Yes	No	Unk	NA	Result	Feedback
What did you like about this program?	10 100.00%	0	0	0		
					Yes	I liked the group projects because it gave me hands on experience in what I would like to be doing career.
					Yes	Very hands-on learning and many chances to network with local businesses
					Yes	Lori Olson is a professionally prepared instructor. Great instructor!
					Yes	Most learning experiences were done through the use of hands-on projects and presentations.
					Yes	Great HR instructors, very well versed in the field.
					Yes	I liked the hands on experience that Lori Olson gave to us and learned a lot by doing the actual event such as interviewing another student to gain experience in interviewing.
					Yes	The ability to get more onhands type of work, not just learning from a textbook
					Yes	I liked that this program was so hands on. Going and working with different types of companies really helped me learn about HR. Also, the involvement and different types of projects really helped me understand exactly what I needed to accomplish.
					Yes	I really benefited from the hands-on learning. There were a lot of oppertunities for experience throughout the program
					Yes	I personally liked how this program opened my eyes to everything that is involved in the Human Resource field. A normal everyday person doesn't understand what all goes in to keeping a company running smoothly, as far as employees, their benefits, and any issues that come up regarding the different laws involved.
What would you change about this program?	10 100.00%	0	0	0		
					Yes	Less group work. Some okay, but too much for my taste.
					Yes	More simulation.
					Yes	I honestly don't think I would change anything but maybe have more involvement with different companies and helping them with small projects.
					Yes	In one class of HR Info systems, it would have been more meaningful to get the class more on the same page with assignments, it is self paced type of work but the instructor will talk about things that most of the students would not currently working on.
					Yes	I wouldn't change anything about this program. Since I've now worked in the Human Resources field, I feel everything was very beneficial.
					Yes	I would only change one thing, i would put more emphasis on the accounting aspect, and/or the financial side of human resources. i dont think enough time was spent on this

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					Yes	I would have the person replacing Dr. Dan Wilson try engaging the class more in compensation and benefits instead of lecturing and not having many activities. I believe we learn more by actually doing the exercise.
					Yes	Keeping current with the latest changes in the industry and material used in certain classes seems to be slightly outdated. Some instructors seemed to just used the exact same material from year to year without customizing it to the current business trends.
					Yes	There is nothing that comes to mind that needs to be changed about this program at this time.
					Yes	I would like to see maybe a little more incentive for some fellow team members to contribute to the group projects more in depth instead of leaving it up to me multiple times.
Use effective communication skills.	10	100.00%	0	0	0	
					Yes	Lori Olson always made herself available to us and communicated with us when needed. Unfortunately, Dr. Dan is horrible at emailing a person back and it made it hard to communicate on exercises in class that we were having trouble with.
					Yes	Blackboard and email used well.
					Yes	With the way the classes are set up you have to be a very effective speaker and listener.
					Yes	Many of the projects were done through public communication, which was achieved through presentations of learned material.
					Yes	Professional emails and simply learning to express oneself in a more professional manner.
					Yes	my writing skills have greatly increased since entering this course of instruction
					Yes	I feel that throughout my 2 years in the HR program I have really learned to push myself outside of my comfort zone when it comes to communicating with others. I feel that I have become better at presenting and speaking also.
Apply mathematical concepts.	10	100.00%	0	0	0	
					Yes	Learned a lot about payroll accounting for small business practices and basic knowledge
					Yes	I feel that this program did not have a lot of mathematical concepts that I needed to know. But I do feel that the payroll, compensation, and math with business applications could have been taught like the rest of my core classes. Such as, going out to companies and doing small projects for them, it really helped me understand what I was doing.
					Yes	I have learned a lot about different approaches to find risk by using mathematical concepts.
					Yes	need more time learning this
					Yes	Mathematical concepts were achieved through the classes of Payroll Accounting, Math with Business Applications, and Risk Management.
					Yes	Through the required course I have used this but in the real world I have not been able to utilize this skill besides what I already know.
Transfer social and natural science theories into practical applications.	9	90.00%	1	10.00%	0	0

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					Yes	Many hands on projects to help put the classroom to use out in the real world.
					Yes	In this program, it is very important to learn social theories and apply them to our interactions with people that work for us or who we meet in a professional environment.
					Yes	I have learned this application through taking the class, "Introduction to Ethics, Theory and Application".
					Yes	The classes that I have taken here have definitely opened my eyes to this program outcome.
					No	I feel that this was not necessary.
Demonstrate ability to think critically.	10 100.00%	0	0	0		
					Yes	Through the risk management project my fellow team mates have left it up to me to proread before submitting the final copy to the instructor.
					Yes	This was mostly achieved through the class of Employment Law. I enjoyed the learning and thinking process required in this class.
					Yes	I believe that this program was very technical and hands on so it helped my critical thinking skills a great deal.
					Yes	It is very important in our program to think critically. In dealing with certain classes, I learned that you have to look at a situation and approach it objectively and not on a personal level.
					Yes	Learning with limited feedback forcing students to problem solve on their own first. Teaches students to try and solve their questions without always asking for help.
					Yes	all courses in this program will require this, as well as thinking quickly and on your toes.
					Yes	almost all courses require you to critically think, more in practical application.
Demonstrate ability to value self and work ethically with others in a diverse population.	9 90.00%	1 10.00%	0	0		
					Yes	I believe this program had a variety of students in the 2012 graduating class.
					Yes	This class has given me self confidence and I believe this has helped me to be more sensitive to others needs and concerns.
					Yes	I believe that my achievements throughout my 2 years at Western have really made me value what I can accomplish.
					Yes	Once again the group projects are a great experience.
					No	We were held to a high standard as students in the HR program but i didn't really see/feel the diverse population aspect.
Use technology effectively.	10 100.00%	0	0	0		
					Yes	Most classes required the use of technology to present information accurately.
					Yes	Some programs were outdated.
					Yes	I feel that the computer classes that I have had to take have improved my knowledge of technology.
					Yes	I have learned a lot about the computers and operating them. When I started this program,I had no real experience with computers at all. I can hold my own now.

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					Yes	Basic computer and technology skills easily mastered
					Yes	Before I started taking classes here I barely ever used the computer so maybe a requirement for a typing class would be a good idea because I still have to look at the keys when using the computer.
					Yes	WTC does a great job keeping current with technology.
Make decisions that incorporate the importance of sustainability	10	100.00%	0	0	0	
					Yes	Group projects entitled students to make decisions on their own to see what the best way to go about different situations.
					Yes	The way this college has helped reinforce what I have already been doing.
					Yes	Making conscious and ethical decisions is a big factor in becoming an HR professional. Throughout this program, there have been many discussions pertaining to making the best choice in a given situation.
					Yes	I believe that in this program I have learned to make decisions that incorporate the importance of sustainability because our program was so technical that you needed to make important decisions that would affect important due dates, projects, etc.
					Yes	I have tried to make decisions that support the environment and have learned that it is important to create harmony between people to get the best results.
					Yes	Unsure of this outcome.
Interpret and apply employment laws.	10	100.00%	0	0	0	
					Yes	Human Resources is all about laws, therefore, much of my training received has been to become knowledgeable about laws in the workplace.
					Yes	The employment law class was a eye opener for me. I did not know about all the various laws and court cases.
					Yes	Very helpful class, learned a lot. It was set up in a way that forced me to find a way of remember different employment laws.
					Yes	I did not realize all the different employment laws until this class. I have learned quite a few laws but need to learn more which I believe will come as I work in the field of human resources.
					Yes	I feel that my Employment Law class taught me the most I have learn about any types of law in my school career. I enjoyed learning to apply these laws to the work environment.
Recruit, select, orient and retain a diverse and qualified staff.	10	100.00%	0	0	0	
					Yes	I have had a chance to work with this in my workplace, and I have found my schooling helped prepare me for this greatly.
					Yes	The recruitment and selection class was very beneficial and I would not change a thing because of all the things that we had to do was a excellent learning experience.
					Yes	I loved this class. I really hope to work in this area. There is quite a lot of information to gain in this area to make the best decisions on hiring the right person for the position. I look forward to gaining more knowledge in this area.

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					Yes	Group projects in these classes were very helpful. Learned a lot with interviewing methods, and developing a training and developing project
					Yes	I very much enjoy recruitment and selection, it was one of my favorite classes, and I think that I learned a great deal about how to apply it to my work environment.
					Yes	One of my favorite classes in this program was Recruitment and Selection. This class incorporated five types of interviews each student had to complete before passing the class. I believe this will become very useful in my future career.
Assess organizational and employee development, and fulfill training needs.	10 100.00%	0	0	0		
					Yes	this will be very important
					Yes	I enjoyed this project for training.
					Yes	Same as previous statement. Training and development project was very helpful in the learning process.
					Yes	Training and Development class achieved this goal.
					Yes	I very much enjoyed the training section of this program because it was so hands on. Working with an outside company actually made me learn exactly what I needed to do. I may have not known exactly what I needed to do when I went into the project, but I came out with more knowledge about training and development.
					Yes	Through this group project I was able to go out in the real world and do some networking at a local business which is nice because that leads to the possibility of employment.
					Yes	I liked this class too. It has a lot of detail in this area to provide the right training for each individual.
Develop and implement benefit and compensation plans.	7 70.00%	3 30.00%	0	0		
					Yes	I believe this class was not the best way to learn about compensation and benefits. The project required of us only allowed us to look at a local employer's benefit plan. I believe it would have been more useful for each group to come up with their own benefit package, depending on the type of business.
					Yes	I felt that the compensation and benefit sections of this program were not as hands on like I would've liked them to have been. I did learn about compensation and benefits, but I think that it would have been better if this part of the section was more hands on.
					No	I feel that This class could have been designed better. I have some idea of how these topics work but do not feel very confident about implementing them in the real world.
					No	Compensation project needed a lot more direction and teaching. Didn't retain as much information as I needed to. Same with benefits...there's a lot of information and it could have been taught in a better manner.
					No	I did not learn very much in this class and I felt a little cheated. I like benefits but the instructor Dr. Dan Wilson just lectured and gave tests. I walked away from this class not understanding it. Lori Olson told us that she would talk about it and explain the benefits to us if we wanted.

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<b><i>Aggregate Assessment of Achievement</i></b>	<b>125</b>	<b>96.15%</b>	<b>5</b>	<b>3.85%</b>	<b>0</b>	<b>0</b>		