

# Human Resource Management-SLO Assessment, Spring 2013 Results

***Published: 5/14/2013***

## Survey Overview

### Description

Human Resource Management, Spring 2013

### Instructions Provided To Respondents

There are four sections in this survey.

- The first section contains two questions about your overall experience in the program. Use this section to identify things you liked, things you would change, and to communicate any other comments about your overall experience in the program. If you have feedback about the instruction or anything else related to the overall program, please address that in one of these questions.
- The second section addresses the college core abilities. The core abilities are overall skills that all graduates should acquire during their experience at Western. Focus on yourself in this section.
- The third section addresses the specific outcomes for your program. Please focus on yourself in this section.
- The conclusion provides a comment section for any additional information you would like to share about your experience with your program and Western Technical College.

Thank you for completing this survey.

### Respondent Metrics

Respondents: 6  
First Response: 4/26/2013 10:34 AM  
Last Response: 5/8/2013 11:41 PM

## Survey Results

The following is a tabular depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each table.

### Section - General Overview of Program

#### Instructions Provided To Respondents

We appreciate your feedback, comments and suggestions. The information you provide will strengthen our program. Thank you.

#### 1. What did you like about this program?

I liked the fact that the program covered all the aspects of human resource management functions. (000000376 Anonymous)

I love my instructors! (000000737 Anonymous)

I thought the program gave a wide variety of education in all areas of HR that will help make me a more well rounded, professional employee. (000000374 Anonymous)

Loved it (000000738 Anonymous)

Overall, I think the HR Management program at Western is fantastic! The way it is structured - with classes which focus entirely on each aspect of HR - allowed a very thorough learning experience and in-depth understanding of all the major HR functions. I think both of the program instructors are very competent, and bring a good blend of teaching styles and background/experience in the field. I also feel there is a good mix of reading, lecture, projects, hands-on experience, and other learning methods, which accommodates all learning styles very well. (000000375 Anonymous)

The program itself was excellent. All of the individual classes were designed for each specific aspect of HR, and none of them seemed irrelevant to the field of study. (000000736 Anonymous)

#### 2. What would you change about this program?

I believe that the HRIS course should spend some more time with the ABRA program. Otherwise, I was and am very content with the entire program. (000000376 Anonymous)

If I could change done the about the program I would change the the HR international class. I thought it would be extremely useful but I didn't take much from the course. Out of all honesty, it was a poor instructor ( Sue Horne) (000000374 Anonymous)

Nothing!! I highly recommend Western!!! (000000737 Anonymous)

Offering it to regional campuses (000000738 Anonymous)

One thing I did not particularly care for was the required "HR Orientation" class, which consisted entirely of teaching basic life skills such as time management and finance management. As a non-traditional student who has been a functioning member of society, I found it rather insulting I was required to take this class. I understand the benefit for young students attending Western right after high school; however, it would be nice if students who are older/have more life experience could "test out" of this class. I also think the HRIS class could use some improvement. I don't feel we learned enough in the class to merit it

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being a 3-credit course. The book was terrible, as it seemed to be written from an IT perspective and was very jargon-heavy - it is not a good choice for a college textbook. I also don't feel enough time was spent learning about different HRIS systems. It would be beneficial to students to see visual presentations of a variety of systems, and/or get the opportunity to practice in various system training modules.  
(0000000375 Anonymous)

The scheduling gets a little overcrowded with certain classes during certain semesters, which put more stress than needed on students. Some of the courses that were 2 credits versus 3 seemed just as difficult and often times required more work outside of class, giving the illusion that they should be more credits.  
(0000000736 Anonymous)

## Section - Western Technical College Core Abilities

### Instructions Provided To Respondents

This section addresses the college core abilities. The core abilities are overall skills that all graduates should acquire during their experience at Western. Focus on yourself in this segment. As a result of this program:

#### *3. I have learned effective communication skills.*

100%            6        Yes

#### *4. Comments on effective communication skills.*

I already had strong writing skills prior to taking Written Communications through Western; however, I do feel Speech class improved my skill and confidence level in speaking in front of others. (0000000375 Anonymous)

The course recruitment and selection, was very effective towards the development of my communication skills as well as the projects which have made me utilize my communication skills throughout the program.  
(0000000376 Anonymous)

The etiquette dinner and business showcase were really beneficial. (0000000737 Anonymous)

#### *5. I am able to apply mathematical concepts.*

100%            6        Yes

#### *6. Comments on application of mathematical concepts.*

I can now effectively perform necessary payroll functions within a workplace environment. (0000000376 Anonymous)

Math with Business Applications was a very good review of concepts I had learned in high school. I also feel fairly confident using the new business-related math skills learned in class. (0000000375 Anonymous)

Melissa Hehl is a great math teacher!! (0000000737 Anonymous)

#### *7. I learned how to transfer social and natural science theories into practical applications.*

100%            6        Yes

**8. Comments on transferring social and natural science theories into practical applications.**

I particularly enjoyed Intro to Ethics; it was a very good introduction to a variety of ethics theories, and taking the course encouraged me to re-evaluated my own personal code of ethics. (000000375 Anonymous)

The intro to ethics course was very helpful. (000000376 Anonymous)

**9. I learned critical thinking skills.**

83.3%	5	Yes
16.7%	1	No

**10. Comments on critical thinking skills.**

I already had strong critical thinking skills. (000000375 Anonymous)

Through the development of various projects, critical thinking skills were required. (000000376 Anonymous)

**11. I have learned to use technology effectively.**

100%	6	Yes
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**12. Comments on effective use of technology.**

I am now knowledgeable of Microsoft Office functions as well as how to operate a standard HRIS system. (000000376 Anonymous)

I was already fairly confident and effective in using various computer programs, however I did learn some new skills which were helpful both for school assignments and for my job. (000000375 Anonymous)

The HRIS class and Payroll Accounting really helped teach us the software related to HR. (000000737 Anonymous)

**13. I have learned to value myself and work ethically with others in a diverse population.**

100%	6	Yes
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**14. Comments on valuing self and working ethically in a diverse population.**

By working on various group projects, I have learned how to work effectively with different individuals. (000000376 Anonymous)

**15. I am able to make decisions that incorporate the importance of sustainability.**

83.3%	5	Yes
16.7%	1	No

**16. Comments on incorporating the importance of sustainability.**

I have continued to develop a better importance of sustainability through each completed semester. (000000376 Anonymous)

In my own life, I incorporate the concept of sustainability. However, this topic was not addressed in any of the core classes I took. (000000375 Anonymous)

## Section - Specific Program Outcomes

### Instructions Provided To Respondents

This section addresses the specific outcomes for your program. Please focus on yourself in this section. As a result of this program, I learned to:

#### *17. Interpret and apply employment laws.*

100%            6        Yes

#### *18. Comments about learning this program outcome.*

Employment Law was one of my favorite classes. I believe I gained the most knowledge from this course. (000000375 Anonymous)

I truly enjoyed this course. I learned more than I thought I would have, and it has proven to be very very useful. (000000376 Anonymous)

#### *19. Recruit, select, orient and retain a diverse and qualified staff.*

100%            6        Yes

#### *20. Comments about learning this program outcome.*

Throughout the program I have been able to continue to develop my recruitment, selection, and diversity skills. (000000376 Anonymous)

#### *21. Assess organizational and employee development, and fulfill training needs.*

100%            6        Yes

#### *22. Comments about learning this program outcome.*

I develop and implement training programs at my job; this course offered me various tools and helped me develop my skill in employee training and development. (000000375 Anonymous)

Through my training and development class I have been able to complete the necessary skills to create an efficient training program. (000000376 Anonymous)

#### *23. Develop and implement benefit and compensation plans.*

100%            6        Yes

#### *24. Comments about learning this program outcome.*

Through my benefits administration and compensation course, I have developed an effective sense of their aspects. (000000376 Anonymous)

## Section - Conclusion

### Instructions Provided To Respondents

Please use this space to share any other feedback, comments, or suggestions about your experience at Western Technical College.

#### *25. Comments*

I couldn't be happier with the human resource management program at Western. Please keep doing what you are doing with the program! (000000376 Anonymous)

I feel lucky to have had the opportunity to work with Lori and Sue (000000738 Anonymous)

Lori Olson is a great HR professional and is the most knowledgeable instructor here. She is a great department head and I have been extremely lucky to have her for an advisor. (0000000737 Anonymous)

Lori Olson is an amazing instructor who is a huge assets to WWTC. I give all the credit for my success and love for HR to her. I look to as a role model and a life long resource. I loved my experience at WWTC and speak highly of the program and school as a whole (0000000374 Anonymous)