



Student Learning Outcome Assessment

Human Resource Management
Spring 2015

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Overall Experience.....1

Instructions Provided:

“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.”

Core Abilities.....2

Instructions Provided:

“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 section.”

Program Outcomes.....7

Instructions Provided:

“This section addresses the specific outcomes for your program. Please focus on yourself in this section.”

Conclusion.....9

Instructions Provided:

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

OVERALL EXPERIENCE

1. What did you like about this program?

Text Response

Instructor experience

Lori**** everything in general was fine

It was very informative.

gave me the basics to be successful in HR

The group projects learning to work with others

I am really glad I picked this program. I enjoy that it's not focused on just one topic but a lot of topics that are always changing

Everything

I liked that the program was very well structured.

I enjoyed the classes and felt that in each semester it built upon the other. Going through the program I felt that the classes showed me what a job in HR would be like giving me some background and experience when looking for a future job.

Something I enjoy and most of the classes were interesting and I learned a lot

I enjoyed the hands on experience we got out of the projects for the HR classes. It was a great experience, it gave me a sense of reality, how things will be done when I'm on the job.

the instructors

I liked that the information was very in depth and the instructor were very knowledgeable in the information presented.

I really enjoyed learning what all really goes into HR and what an employer can legally do and what they can't. The instructors are awesome and knowledgeable.

I like the instructors. They have professional background experience and was able to give examples of past experience. Also I like how the program is very well organize to help us understand more and have more knowledge of Human Resource.

I enjoyed learning the laws and policies in place which dictate the way we handle the employment process.

I like everything about this program. The teachers are very helpful, especially Lori Olson.

I liked being able to take most of my classes with the same group of people. The camaraderie helped the learning process.

Statistic	Value
Total Responses	18

2. What would you change about this program?

Text Response

the order of the classes

HR Apps and Portfolio be an option???

Applications and Portfolio are not useful or help to grow our knowledge. It was a waste of time and money. Especially the Apps class, our employer was very difficult to work with, very hard to meet up with, and caused a lot of undue stress and hardship.

get rid of HR portfolio and better manage payroll accounting-too much work when combined with other 2nd year core classes that also require a lot of work.

Payroll

Different book

Nothing

The only thing I would change would HR Applications class being a three hour class, it got to be way too much time.

The first year second semester. The classes weren't very enriching or fulfilling, I felt like It was harder to engage in these classes.

No payroll or portfolio

Some of the books for the classes were a bit dry. Perhaps looking at different or better books for next year would be nice.

I would eliminate portfolio

There are a couple of classes that I feel were not beneficial. One portfolio should not be a requirement and HR international needs to be either less in depth or a new book needs to be purchased.

Have the payroll project more time to work on.

I would eliminate the Payroll Accounting class, or at the very least, eliminate the manual project. It is 2015. Everyone is using software to do this. Writing out the project manually only teaches you how to write. I

I will change payroll accounting course to the first semester of the first year because during the first semester, there are not much going on in the program until the second semester of the first year.

Having a project in so many classes can be overwhelming.

Statistic	Value
Total Responses	17

CORE ABILITIES

3. As a result of this program:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
I have learned effective communication skills.	0	0	0	10	8	18

4. Provide any comments you have on effective communication skills you learned.

Text Response

Worked in a lot of groups, so I was able to be more professional
 The two years I've been here, has really helped me to practice on my speech and confidence. It's not perfect yet, but it's improved a lot.
 I like the interview class and the real world practice.
 I have learn that as a student who is going to out to the workforce; it is important to be think before speaking. Also, it is ok not to have the answers for an employee, but to find out about the information to make sure it right before giving out an answer to a employee.
 Practice, practice, practice.

Statistic	Value
Total Responses	5

5. As a result of this program:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
I am able to apply mathematical concepts.	0	0	3	13	2	18

6. Provide any comments you have on mathematical concepts you learned.

Text Response

Math is not fun
 I have learn payroll and math with business apps. Having payroll was one of the most challenging for me but at the same time I learn a lot in the class.
 I already had a good understanding of mathematical concepts coming into the program, so I don't know that the program added to that.

Statistic	Value
Total Responses	3

7. As a result of this program:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
I learned how to transfer social and natural science theories into practical applications.	0	2	5	9	2	18

8. Provide any comments you have on transferring social and natural science theories into practical applications.

Text Response

Not really.

I'm not sure how to answer that question or give a good example.

Statistic	Value
Total Responses	2

9. As a result of this program:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
I learned critical thinking skills.	0	0	1	8	8	17

10. Provide any comments you have on critical thinking skills you learned.

Text Response

Lots of critical skills are essential for this program, and I was able to do this.

I have learned that for critical thinking, it is best to think the positive and negative way. Also, never assume a situation before doing some investigation.

Statistic	Value
Total Responses	2

11. As a result of this program:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
I have learned to use technology effectively.	0	0	0	10	8	18

12. Provide any comments you have on what you learned about using technology effectively.

Text Response

Yay for excel

How to have proper or good software to help you organize your information of each employees.

I learned how to do the proper technology that is need to be come a professional human resource person.

Statistic	Value
Total Responses	3

13. As a result of this program:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
I have learned to value myself and work ethically with others in a diverse population.	0	0	0	6	12	18

14. Provide any comments you have on what you learned about valuing yourself and working ethically with others in a diverse population.

Text Response
 Lots of group projects
 Providing group projects and having the instructor picking out which team to be with was a good idea because some students prefer to work with the people they know. In this case some will not have a group or partner to work with.
 Again, the camaraderie and friendships formed helped me to be myself and not be self conscious. I also made friends of many backgrounds, ethnicities, and personalities.

Statistic	Value
Total Responses	3

15. As a result of this program:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
I am able to make decisions that incorporate the importance of sustainability.	0	0	1	11	6	18

16. Provide any comments you have on what you learned about incorporating the importance of sustainability in decisions you make.

Text Response
 N/A
 I am able to make decisions and sustain it.
 Again, this question doesn't seem applicable to our program, so I don't know how to answer.

Statistic	Value
Total Responses	3

PROGRAM OUTCOMES

17. As a result of this program, I learned to:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
create an organizational workforce plan.	0	0	2	10	6	18

18. Provide any comments you have about learning this program outcome.

Text Response

Group projects
Everything have to be consistent.

Statistic	Value
Total Responses	2

19. As a result of this program, I learned to:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
develop training programs.	0	0	0	11	7	18

20. Provide any comments you have about learning this program outcome.

Text Response

Had to do a training project
Training and development course was very helpful.

Statistic	Value
Total Responses	2

21. As a result of this program, I learned to:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
examine organizational total rewards programs.	0	0	2	9	7	18

22. Provide any comments you have about learning this program outcome.

Text Response

Same as above

I learned that it is very important to reward employees on their performance.

Statistic	Value
Total Responses	2

23. As a result of this program, I learned to:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
incorporate employment law into business practices.	0	0	0	9	9	18

24. Provide any comments you have about learning this program outcome.

Text Response

Learned a lot in employment law

When I hear about my coworkers saying or complaining about the workload we do and it made me see that maybe the HR who is working in the area is not paying attention to employees problems. Also see that some things we perform is in violation of employment law

Statistic	Value
Total Responses	2

26. As a result of this program, I learned to:

Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses
facilitate effective employee relations.	0	0	1	12	5	18

27. Provide any comments you have about learning this program outcome.

Text Response

Statistic	Value
Total Responses	0

CONCLUSION

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

Text Response

Mabel has grown a lot within the short period she has been here, she will surely become a key to the success of this program.

Payroll Accounting class is terrible and needs to be adjust. It's too much information in to short of a time. Especially since business use their own systems. With that being said it a lot of wasted information being learned that won't be used in the real world.

I had for the most part a great experience at Western. I found some thing with financial aid to be very frustrating, but it was a great experience. I am taking a lot of great information and experience away from it.

My overall experience at Western, has been great! From the beginning I met great people here, and felt that the teachers really helped facilitate my learning.

Overall, its a great program!

I've truly enjoyed my experience here at Western, in this program. I learned a lot, had great teachers, and grew from this experience as a whole. I feel like I've gained so much material and feel like it will benefit my future. I look forward to graduating next semester, with even more knowledge to take with me.

I really enjoyed the program, instructors, and staff.

I have learned a lot about myself within the past two years and am looking forward to a successful future.

My experience at Western Technical College had help me to understand the workforce and how everything little thing can be helpful information. The instructors are doing a great job on teaching there information keep on the good work.

Payroll is done on software. Perform the class on software.
my experience at westerntc is great! I do have some struggle here and there, but my teachers reached out to me to guide me. One feedback that I have is making sure that the book is helpful to the students and making sure that the teachers is knowledgeable of the book and the information provided to the students.
I loved this program and the instructors, so much that I wish in some ways that I had a semester left. My only criticism is that some of the textbooks used were maybe not the best choices and made the content of the class less engaging than they should have been.

Statistic	Value
Total Responses	12