Identified in Criterion 4.2	Identified in Criterion 4.1	Identified in Criterion 4.3					Identified in Criterion 4.4	Identified in Criterion 4.3
Approach Learning objectives: SLO1, SLO2, etc. Measurable Goals 80%, 5.5 or above, etc.	Deployment What is your measurement instrument or process?  (Indicate type of instrument) direct, formative, internal, comparative	Results What are your current results?				Analysis of Results What did you learn from the results?	Action Taken or Improvement made What did you improve or what is your next step?	Insert Graphs or Tables of Trends (3-5 data points) Report sample or population size n = #
SLO 1: Specific Discipline Knowledge Students enrolled in the Human Resource Management Program in BS at ZUA will demonstrate a solid foundation in the humanities, mathematics, information technology, economics, and management, along with specialized knowledge in human resource management. They will master scientific research methodologies and stay informed about the latest developments and	Measures 1.1 Students will be assessed based on the final exam in 801004 Principles of Accounting taught by the assigned instructor for the students enrolled during the semester when the course is assigned, following the schedule in the online management system under the administration of the ZUA Academic Affairs Office.  Assessment Measures Type: Direct, Formative, Internal	Results of Measure 1.1 Cycles: Cohort: Sample Size: Results:	2021-2022 Cohort 2021 67 43.28%	2022-2023 Cohort 2022 96 56.25%	2023-2024 Cohort 2023 67 62.70%	Analysis The student performance in the Human Resource Management Program has demonstrated improvement, but still falls significantly below the 80% target for proficiency.	Actions Plans  1. Strengthen Foundational Education: Ensure that students are adequately prepared with essential knowledge before entering the accounting course.  2. Instructor Training and Reflection: Regularly provide training for instructors to review the effectiveness of their teaching methods and adjust based on student feedback and assessment results.	Trends  80.00%
Target 1.1 At least 80% of students assessed will score at or above Proficient level. The 100-point scale used is as follows: Exemplary (90-100) Superior (80-89) Proficient (70-79) Qualified (60-60)	Measures 1.2 Students will be assessed based on the final exam in BB718A Management taught by the assigned instructor for the students enrolled during the semester when the course is assigned, following the schedule in the online management system under the administration of the ZUA Academic Affairs Office.  Assessment Measures Type: Direct, Formative, Internal	Results of Measure 1.2 Cycles: Cohort: Sample Size: Results:	2021-2022 Cohort 2021 71 50.70%	2022-2023 Cohort 2022 91 74.73%	2023-2024 Cohort 2023 73 49.32%	Analysis The assessment results from the BB718A Management course show significant fluctuations in student performance. After a notable improvement in the academic year 2022-2023, the decline in the following year indicates underlying issues affecting student learning and engagement.	Actions Plans  7. Investigate Issues: Communicate with students to identify specific challenges they faced during the course and gather constructive feedback.  2. Optimize Course Design: Review the course content and pacing, making adjustments as necessary to better align with students' learning needs.	Trends  80.00% 74.73% 60.00% 50.70% 49.32% 40.00% 20.00% 0.00% 1 2 3
Qualified (60-69) Inadequate (below 60)	Measures 1.3 Students will be assessed based on the final exam in CB101B Microeconomics taught by the assigned instructor for the students enrolled during the semester when the course is assigned, following the schedule in the online management system under the administration of the ZUA Academic Affairs Office.  Assessment Measures Type: Direct, Formative, Internal	Results of Measure 1.3 Cycles: Cohort: Sample Size: Results:	2021-2022 Cohort 2020 99 97.98%	2022-2023 Cohort 2021 67 70.15%	2023-2024 Cohort 2022 90 97.79%	Analysis  The assessment results indicate a significant decline in student performance during the 2022-2023 academic year, suggesting possible underlying issues in teaching or learning that need to be addressed to maintain stable knowledge acquisition in microeconomics.	Actions Plans  1. Provide Continuous Support: Increase tutoring and learning resources to help students maintain steady progress throughout their studies.  2. Optimize Teaching Strategies: Instructors should regularly evaluate and adjust their teaching methods to enhance student engagement and understanding of the course material.	Trends  100.00% 97.98% 97.79% 80.00% 60.00% 40.00% 20.00% 0.00% 1 2 3
	Measures 1.4 Students will be assessed based on the final exam in BB915A Labor Relations Management taught by the assigned instructor for the students enrolled during the semester when the course is assigned, following the schedule in the online management system under the administration of the ZUA Academic Affairs Office.  Assessment Measures Type: Direct, Summative, Internal	Results of Measure 1.4 Cycles: Cohort: Sample Size: Results:	Relations Manage	2022-2023 Cohort 2020 96 94.79% act of COVID-19, BE ement for Cohort HR 23 academic year.		Analysis The assessment results from the BB915A Labor Relations Management course indicate that all cohorts exceeded the 80% target for proficiency, showcasing a strong understanding of the subject matter among students. The performance levels are commendable, reflecting a solid foundation in labor relations.	Actions Plans  1. Maintain High-Quality Support: Continue providing robust learning resources and tutoring services to support student learning effectively.  2. Regularly Evaluate Teaching Methods: Instructors should periodically assess and adjust their teaching strategies to meet diverse student learning needs effectively.	Trends  100.00%
	Measures 1.5 Students will be assessed based on the final exam in BB901A Human Resource Management taught by the assigned instructor for the students enrolled during the semester when the course is assigned, following the schedule in the online management system under the administration of the ZUA Academic Affairs Office.  Assessment Measures Type: Direct, Summative, Internal	Results of Measure 1.5 Cycles: r Cohort: Sample Size: Results:	2021-2022 Cohort 2020 96 89.58%	2022-2023 Cohort 2021 67 58.21%	2023-2024 Cohort 2022 91 76.93%	Analysis  The assessment results for the BB901A Human Resource Management course reflect a significant variation in student performance over the assessment cycles. The data shows a concerning drop in proficiency during the 2022-2023 academic year, falling below the 80% target, while the other two years had more favorable outcomes.	Actions Plans  1. Investigate the Decline: Conduct an in-depth analysis to uncover the specific reasons for the drop in performance during 2022-2023, engaging students to gather their feedback.  2. Evaluate and Adjust Teaching Strategies: Faculty should regularly assess and refine their teaching methods to ensure they effectively meet the diverse learning needs of students, especially for those who may struggle.	Trends  100.00% — 89.58% — 76.93%  50.00% —
registered for each CPC subject must achiev	Measures 1.6 Students will be assessed based on the CPC tests in the following esubjects: Human Resource Management, Business Ethics, Marketing, Microeconomics, and Strategic Management. This assessment will be used to evaluate the basic knowledge level of students in business disciplines during the semester when the tests are administered. The tests will be conducted following the same exam regulations of the university.  Assessment Measures Type:	Results of Measure 1.6 Standardized CPC Tests Human Resource Management Business Ethics Marketing Microeconomics Strategic Management Sample Standard Deviation Analysis	2020-2021 52.50% 36.20% 47.36% 51.95% 36.42% 90 2020-2021	2021-2022 72.60% 72.68% 55.89% 60.11% 69.20% 102 2021-2022	2022-2023 65.19% 15.00% 40.26% 32.82% 29.62% 62 2022-2023	Analysis The results from the CPC tests reveal a concerning trend in student performance across various subjects. While there was improvement in Human Resource Management from 52.50% to 72.60%, the drop to 65.19% in 2022-2023 indicates instability and the need for further investigation. Business Ethics showed a dramatic decline to 15% in the same year, suggesting significant issues with teaching materials or support provided.  Similarly, Marketing, Microeconomics, and Strategic Management	assessments to understand the reasons behind the poor performance, particularly in Business Ethics and Microeconomics, through discussions with both students and faculty.  2. Enhance Learning Resources: Develop and provide targeted	Distribution Analysis  100.00% 50.00% 0.00%  tuthan Explanes Analysis  2020-2021 2021-2022 2022-2023
	Direct, Formative, External, Comparative	Human Resource Management Business Ethics Marketing Microeconomics Strategic Management  National Benchmark Human Resource Management Business Ethics Marketing Microeconomics Strategic Management	8.24 8.69 9.19 9.97 9.12 2020-2021 52.50% 36.20% 47.36% 51.95% 21.79%	3.23 9.13 5.49 6.85 5.57 2021-2022 72.60% 72.68% 55.89% 60.11% 80.00%	8.24 8.42 5.37 4.15 8.03 <b>2022-2023</b> 65.19% 15.00% 40.26% 32.82% 27.27%	similarly, Markening, Microeconomics, and Stategier Markening Microeconomics consistently failed to reach the 80% threshold, with Microeconomics experiencing a notable drop to 32.82% in 2022-2023, indicating a broader issue with student comprehension in that area. The standard deviation data also highlights a reduction in variability in Microeconomics, implying that students' scores are clustered at a lower performance level.	adjust teaching strategies based on student feedback to improve engagement and motivation, especially in subjects that have shown	2020-2021   2021-2022   2022-2023   2022-2023   2022-2023
SLO 2: Written Communication Students enrolled in the Human Resource Management Program in BS at ZUA will demonstrate strong written communication skills, showcasing their ability in academic writing through their undergraduate theses.	Measures 2.1 Students will be assessed based on their undergraduate theses in th Human Resource Management Program at ZUA. The theses will be evaluated according to the Thesis Assessment Rubric, which covers criteria such as topic appropriateness, mastery of basic concepts and theories, analytical and research skills, quality of foreign language	Cohort: Sample Size:	2021-2022 Graduates 2022 99 Results 96.97%	2022-2023 Graduates 2023 84 Results 96.43%	2023-2024 Graduates 2024 96 Results 91.67%	Analysis The assessment results for the Human Resource Management Program at ZUA indicate several strengths and areas for improvement based on the evaluation of undergraduate theses over the past three cycles. • Analytical and Research Skills: This area showed variability with	Actions Plans  1. Investigate Factors Impacting Performance: Conduct interviews or surveys with students to identify challenges they face in developing analytical and research skills. This feedback may help clarify whether issues stem from teaching methods or lack of resources.	Distribution Analysis  100.00% 80.00% 40.00%

Target 2 The undergraduate theses are graded into three levels: A (Excellent), B (Good), and C (Satisfactory). The assessment target is that 80% or more of the theses will achieve a rating of B (Good) or above.	translation, correctness of design as clarity and presentation. This regulations set forth by the ZUA  Assessment Measures Type: Direct, Summative, Internal
SLO 3: Critical Thinking Students enrolled in the Human Resource Management Program in BS at ZUA will demonstrate discernible thinking and innovation capabilities, enabling them to identify, analyze, question, and evaluate phenomena and issues related to human resource management while articulating their personal insights effectively.	Measures 3.1 Students will be assessed base Organizational Behavior, whice relationships and behavior analy assigned instructor for the studies when the course is assigned, for management system under the Affairs Office.  Assessment Measures Type: Direct, Summative, Internal
Target 3 At least 80% of students assessed will score at or above Proficient level. The 100-point scale used is as follows: Exemplary (90-100) Superior (80-89) Proficient (70-79) Qualified (60-69) Inadequate (below 60)	Measures 3.2 Students will be assessed base Organizational Design and Jo and practices of organizational analyze and evaluate different of the assigned instructor for the so when the course is assigned, for management system under the Affairs Office.  Assessment Measures Type: Direct, Summative, Internal
	Measures 3.3 Students will be assessed base Personnel Quality Assessme analyzing employee qualities, fo human resource management instructor for the students enrol course is assigned, following the system under the administration
	Assessment Measures Type: Direct, Summative, Internal

SLO 6: Global Perspective

Students enrolled in the Human Resource

Management Program in BS at ZUA will

understanding staving informed about

demonstrate an international perspective and

international corporate management trends paying attention to global issues, and

anslation, correctness of design, methods, and computation, as wel s clarity and presentation. This assessment will follow the academic egulations set forth by the ZUA Academic Affairs Office.

ell	Mastery of Basic Concepts and Theories	97.98%	90.48%	89.58%
С	Analytical and Research Skills	73.74%	77.38%	72.92%
	Correctness of Design, Methods, and Computation	88.89%	82.14%	90.63%
	Clarity and Presentation	91.92%	92.86%	93.75%

Results of Measure 6.1

Cycles:

Results:

Sample Size

2021-2022

Cohort 2020

56.73%

2022-2023

Cohort 2021

62.32%

2023-2024

Cohort 2022

42.22%

The assessment results for CB102B Macroeconomics reveal

In 2021-2022, 56.73% of students scored at or above the Proficient

level (70 points). This increased slightly to 62.32% in 2022-2023 but

plummeted to just 42.22% in 2023-2024, indicating a significant issue and understanding.

concerning trends in student performance:

with student understanding of the course material

Students will be assessed based on the final exam in CB102B

environment affecting human resource management, taught by the

management system under the administration of the ZUA Academic

assigned instructor for the students enrolled during the semester

when the course is assigned, following the schedule in the online

Macroeconomics, which provides insights into the broader economic Cohort:

scores of 73.74%, 77.38%, and 72.92% across the three cycles. The fluctuating performance suggests that students may struggle with analysis and research methodology, necessitating further 2. Provide Personalized Support: Offer supplementary tutoring and resources, particularly focusing on critical areas such as research methods and data analysis, to help students solidify their

varied, particularly dropping to 82.14% in 2022-2023, indicating a

potential gap in teaching or understanding in this area.

understanding. • Correctness of Design, Methods, and Computation: The scores, 3, Continuous Monitoring of Progress: Continue to collect data in

strategies, allowing for timely adjustments to teaching methods and

resources.

**Actions Plans** 

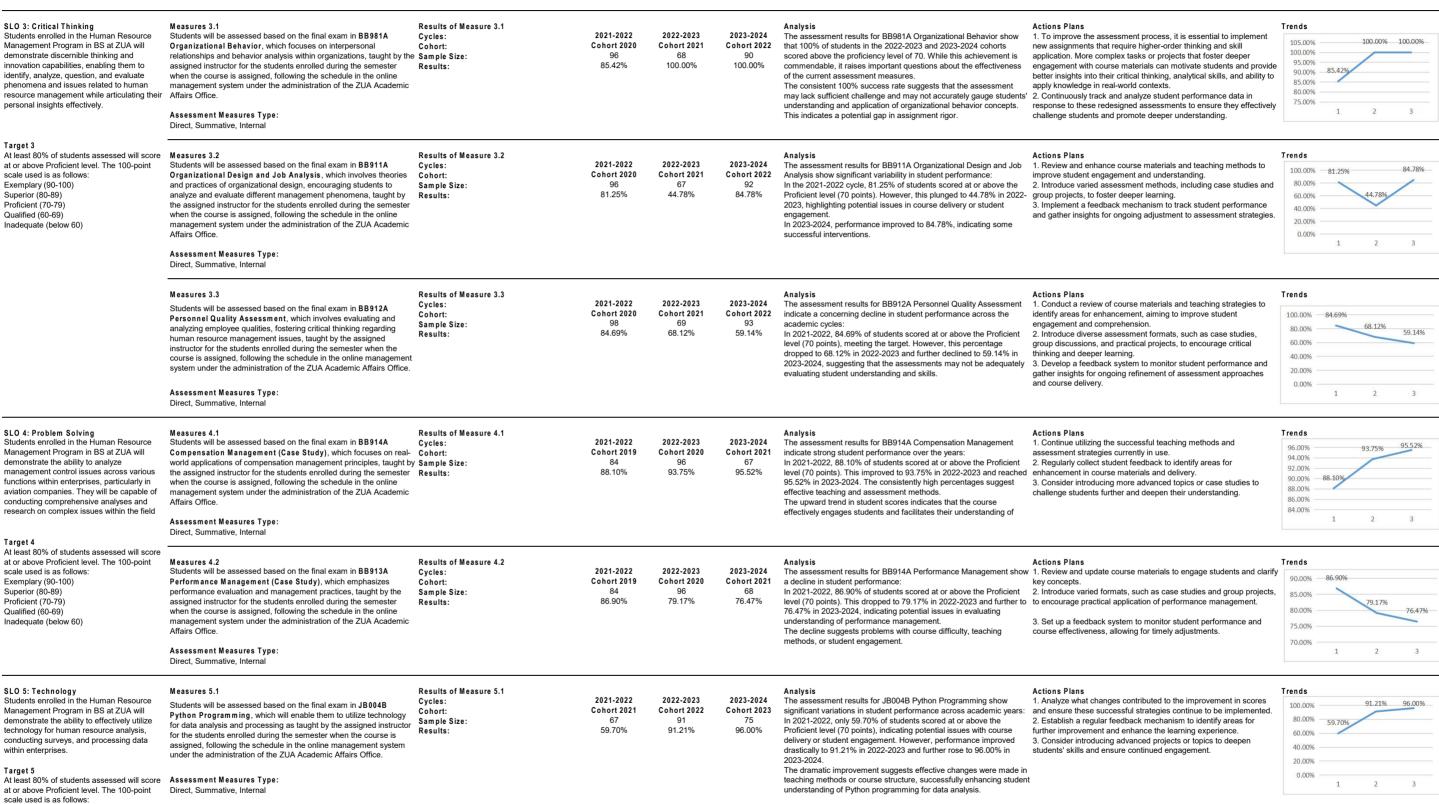
1. Analyze and potentially simplify the course material to better align

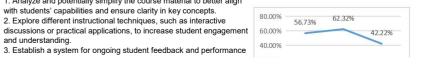
with students' capabilities and ensure clarity in key concepts.

2. Explore different instructional techniques, such as interactive

future cycles and regularly evaluate the effectiveness of implemented







Trends

understanding and respecting the differences Affairs Office. and diversity of various cultures around the Assessment Measures Type: Direct, Summative, Internal

Target 6
At least 80% of students assessed will score at or above Proficient level. The 100-point scale used is as follows:

The dramatic decline in proficiency rates suggests there may be factors such as course difficulty, teaching methods, or overall student rather than only at the end. engagement that need to be addressed.

ster	20.00% —				
	0.00% —				
		1	2	3	