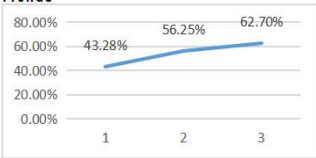
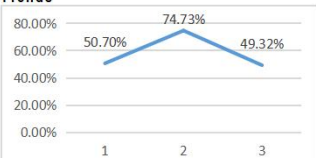
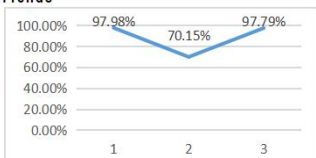

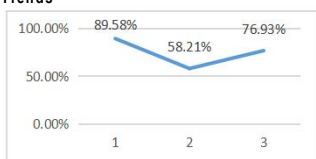


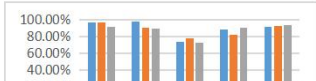


Table 4.1 Human Resource Management - Student Learning Assessment
BS at ZUA

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 trends in the field of human resource 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 (60-69) Inadequate (below 60)	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 	
	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 1. 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 	
	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 	
	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:	2022-2023 Cohort 2019 84 98.81%	2022-2023 Cohort 2020 96 94.79%	2023-2024 Cohort 2021 68 97.07%	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 	
	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: 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 	
CPC tests Target 1.2 For the CPC Tests, at least 80% of students registered for each CPC subject must achieve an accuracy of over 80% (answering at least 24 out of 30 questions correctly).	Measures 1.6 Students will be assessed based on the CPC tests in the following subjects: 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: Direct, Formative, External, Comparative	Results of Measure 1.6 Standardized CPC Tests Human Resource Management Business Ethics Marketing Microeconomics Strategic Management Sample Size	2020-2021 52.50% 36.20% 47.36% 51.95% 36.42% 90	2021-2022 72.60% 72.68% 55.89% 60.11% 69.20% 102	2022-2023 65.19% 15.00% 40.26% 32.82% 29.62% 62	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.	Actions Plans 1. Investigate Underperforming Subjects: Conduct thorough 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 learning materials and additional tutoring resources for subjects where students are struggling, particularly in low-scoring areas.	Distribution Analysis 	
			Standard Deviation Analysis Human Resource Management Business Ethics Marketing Microeconomics Strategic Management	2020-2021 8.24 8.69 9.19 9.97 9.12	2021-2022 3.23 9.13 5.49 6.85 5.57	2022-2023 8.24 8.42 5.37 4.15 8.03	Similarly, Marketing, Microeconomics, and Strategic Management 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.	3. Review and Update Teaching Methods: Regularly assess and adjust teaching strategies based on student feedback to improve engagement and motivation, especially in subjects that have shown lower results.	Standard Deviation Analysis 
			National Benchmark Human Resource Management Business Ethics Marketing Microeconomics Strategic Management	2020-2021 52.50% 36.20% 47.36% 51.95% 21.79%	2021-2022 72.60% 72.68% 55.89% 60.11% 80.00%	2022-2023 65.19% 15.00% 40.26% 32.82% 27.27%			
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 the 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	Results of Measure 2.1 Cycles: Cohort: Sample Size: Rubric Line Items	2021-2022 Graduates 2022 99	2022-2023 Graduates 2023 84	2023-2024 Graduates 2024 96	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.	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 	
			Appropriateness of Topic	96.97%	96.43%	91.67%	• Analytical and Research Skills: This area showed variability with		

understanding and respecting the differences and diversity of various cultures around the Affairs Office.

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

Assessment Measures Type:
Direct, Summative, Internal

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

