Undergraduate Degree Program  
Program - COB Human Resource Management SLO (BBA)

**Mission Statement**

The Unit's mission is to create enduring educational value for our students, our alumni, and the business and academic communities we serve. We achieve this mission by ensuring our students attain the general business and functional knowledge, skills and attitudes required for them to succeed in a rapidly changing, technology-driven global business environment.

**Global Leadership and Management**

**Outcomes**

FIU graduates should be able to achieve the following:

<table>
<thead>
<tr>
<th>Content Knowledge and Skills (including Technology)</th>
<th>Direct Measures</th>
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</table>
| **Content Knowledge 1** | **Assessment Instrument**: Closed-ended Exam  
**Assessment Method**: A standardized exit exam developed by the faculty in the FIU CoB. The exam is administered to students in the senior course, MAN 4720, Strategic Management.  
**Course Assessed**: MAN 4720  
**Sampling**: Students majoring in HR in the senior course, MAN 4720, Strategic Management.  
**Minimum Criteria for Success**: The percentage of correct responses as a proportion of total questions should be at least 70%. |

Graduates will develop and apply HR planning, recruitment, and selection practices that conform to commonly accepted professional standards and are legally sustainable.

| **Content Knowledge 2** | **Assessment Instrument**: Closed-ended Exam  
**Assessment Method**: A standardized exit exam developed by the faculty in the FIU CoB. The exam is administered to students in the senior course, MAN 4720, Strategic Management.  
**Course Assessed**: MAN 4720  
**Sampling**: Students majoring in HR in the senior course, MAN 4720, Strategic Management.  
**Minimum Criteria for Success**: The percentage of correct responses as a proportion of total questions should be at least 70%. |

Graduates will develop and apply training needs analysis, instructional outcomes, training program design that fully utilizes multimedia capabilities, and training evaluation practices so that training has a positive return on investment (ROI) for the business.

| **Content Knowledge 3** | **Assessment Instrument**: Closed-ended Exam  
**Assessment Method**: A standardized exit exam developed by the faculty in the FIU CoB. The exam is administered to students in the senior course, MAN 4720, Strategic Management.  
**Course Assessed**: MAN 4720  
**Sampling**: Students majoring in HR in the senior course, MAN 4720, Strategic Management.  
**Minimum Criteria for Success**: The percentage of correct responses as a proportion of total questions should be at least 70%. |

Graduates will develop and apply performance appraisal forms and corrective performance management actions including feedback and disciplinary measures so that they are effective and legally sustainable.

| **Content Knowledge 4** | **Assessment Instrument**: Closed-ended Exam  
**Assessment Method**: A standardized exit exam developed by the faculty in the FIU CoB. The exam is administered to students in the senior course, MAN 4720, Strategic Management.  
**Course Assessed**: MAN 4720  
**Sampling**: Students majoring in HR in the senior course, MAN 4720, Strategic Management.  
**Minimum Criteria for Success**: The percentage of correct responses as a proportion of total questions should be at least 70%. |

Graduates will develop and apply compensation, benefit, and reward systems that facilitate the attraction, development, and retention of a high-performance workforce and are legally
Graduates will develop and apply labor-management practices that foster a productive work environment and that are legally sustainable.

**Course Assessed:** MAN 4720  
**Sampling:** Students majoring in HR in the senior course, MAN 4720, Strategic Management.  
**Minimum Criteria for Success:** The percentage of correct responses as a proportion of total questions should be at least 70%.

**Content Knowledge 5**

Graduates will develop and apply labor-management practices that foster a productive work environment and that are legally sustainable.

**Procedure:**

**Assessment Instrument:** Closed-ended Exam  
**Assessment Method:** A standardized exit exam developed by the faculty in the FIU CoB. The exam is administered to students in the senior course, MAN 4720, Strategic Management.  
**Course Assessed:** MAN 4720  
**Sampling:** Students majoring in HR in the senior course, MAN 4720, Strategic Management.  
**Minimum Criteria for Success:** The percentage of correct responses as a proportion of total questions should be at least 70%.

Graduates will develop and apply HR information systems (HRIS) that support effective decision-making in all HR areas (i.e., staffing, training, performance management, compensation and reward systems, and labor-management practices).

**Procedure:**

**Assessment Instrument:** Closed-ended Exam  
**Assessment Method:** A standardized exit exam developed by the faculty in the FIU CoB. The exam is administered to students in the senior course, MAN 4720, Strategic Management.  
**Course Assessed:** MAN 4720  
**Sampling:** Students majoring in HR in the senior course, MAN 4720, Strategic Management.  
**Minimum Criteria for Success:** The percentage of correct responses as a proportion of total questions should be at least 70%.