



LEARNING OUTCOMES DATA REPORT
MS in Human Resources
Fall 1 2018 - Summer 1 2020

Aggregated Results

HRCU-602						n 40
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 1 - Business Acumen: Competency Definition</i>	95.0% (38)	2.5% (1)	0.0% (0)	2.5% (1)	0.0% (0)	
<i>PLO 1 - Business Acumen: Competency Diagnosis</i>	60.0% (24)	22.5% (9)	12.5% (5)	5.0% (2)	0.0% (0)	
<i>PLO 1 - Business Acumen: Short-Term Plan</i>	37.5% (15)	30.0% (12)	17.5% (7)	15.0% (6)	0.0% (0)	
<i>PLO 1 - Business Acumen: Long-Term Plan</i>	35.0% (14)	32.5% (13)	17.5% (7)	15.0% (6)	0.0% (0)	
<i>PLO 1 - Business Acumen: Critical Analysis</i>	65.0% (26)	15.0% (6)	17.5% (7)	2.5% (1)	0.0% (0)	
<i>PLO 1 - Business Acumen: APA and Sources</i>	85.0% (34)	2.5% (1)	7.5% (3)	0.0% (0)	0.0% (0)	
<i>PLO 1 - Business Acumen: Writing Mechanics</i>	50.0% (20)	37.5% (15)	7.5% (3)	5.0% (2)	0.0% (0)	
Average Performance Levels	61.1%	20.4%	11.4%	6.4%	0.0%	

HRCU-603						n 99
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 2 - Globalization and Diversity: Diversity</i>	85.9% (85)	12.1% (12)	2.0% (2)	0.0% (0)	0.0% (0)	
<i>PLO 2 - Globalization and Diversity: Globalization</i>	80.8% (80)	15.2% (15)	3.0% (3)	1.0% (1)	0.0% (0)	
<i>PLO 2 - Globalization and Diversity: Application to HR Practice</i>	75.8% (75)	14.1% (14)	7.1% (7)	3.0% (3)	0.0% (0)	
<i>PLO 2 - Globalization and Diversity: Critical Analysis</i>	54.5% (54)	28.3% (28)	14.1% (14)	3.0% (3)	0.0% (0)	
<i>PLO 2 - Globalization and Diversity: APA and Sources</i>	62.6% (62)	24.2% (24)	6.1% (6)	4.0% (4)	0.0% (0)	
<i>PLO 2 - Globalization and Diversity: Writing Mechanics</i>	33.3% (33)	50.5% (50)	9.1% (9)	7.1% (7)	0.0% (0)	
Average Performance Levels	65.5%	24.1%	6.9%	3.0%	0.0%	

HRCU-604						n 8
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 3 - Workforce Planning: Situation Description</i>	87.5% (7)	0.0% (0)	0.0% (0)	12.5% (1)	0.0% (0)	
<i>PLO 3 - Workforce Planning: Function Overview</i>	62.5% (5)	0.0% (0)	12.5% (1)	25.0% (2)	0.0% (0)	
<i>PLO 3 - Workforce Planning: Workforce Trend</i>	75.0% (6)	25.0% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
<i>PLO 3 - Workforce Planning: Future Staffing Needs</i>	50.0% (4)	12.5% (1)	12.5% (1)	12.5% (1)	0.0% (0)	
<i>PLO 3 - Workforce Planning: Gap Analysis</i>	62.5% (5)	0.0% (0)	0.0% (0)	37.5% (3)	0.0% (0)	
<i>PLO 3 - Workforce Planning: Action Plan</i>	50.0% (4)	0.0% (0)	12.5% (1)	37.5% (3)	0.0% (0)	
<i>PLO 3 - Workforce Planning: Conclusion</i>	50.0% (4)	0.0% (0)	25.0% (2)	25.0% (2)	0.0% (0)	
<i>PLO 3 - Workforce Planning: APA</i>	62.5% (5)	12.5% (1)	25.0% (2)	0.0% (0)	0.0% (0)	
<i>PLO 3 - Workforce Planning: Writing Mechanics</i>	50.0% (4)	12.5% (1)	12.5% (1)	12.5% (1)	0.0% (0)	
Average Performance Levels	61.1%	6.9%	11.1%	18.1%	0.0%	

HRCU-605						n 47
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 4 - Talent Management: Situation Description</i>	95.7% (45)	2.1% (1)	0.0% (0)	2.1% (1)	0.0% (0)	
<i>PLO 4 - Talent Management: Performance Management System Diagnosis</i>	74.5% (35)	19.1% (9)	4.3% (2)	2.1% (1)	0.0% (0)	
<i>PLO 4 - Talent Management: Improvement Options</i>	46.8% (22)	44.7% (21)	6.4% (3)	2.1% (1)	0.0% (0)	
<i>PLO 4 - Talent Management: Recommendations</i>	68.1% (32)	21.3% (10)	8.5% (4)	2.1% (1)	0.0% (0)	
<i>PLO 4 - Talent Management: Implementation Plan</i>	42.6% (20)	51.1% (24)	0.0% (0)	6.4% (3)	0.0% (0)	
<i>PLO 4 - Talent Management: Critical Analysis</i>	57.4% (27)	34.0% (16)	8.5% (4)	0.0% (0)	0.0% (0)	
<i>PLO 4 - Talent Management: APA and Sources</i>	80.9% (38)	12.8% (6)	6.4% (3)	0.0% (0)	0.0% (0)	
<i>PLO 4 - Talent Management: Writing Mechanics</i>	42.6% (20)	38.3% (18)	19.1% (9)	0.0% (0)	0.0% (0)	

Average Performance Levels	63.6%	27.9%	6.7%	1.9%	0.0%
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HRCU-606						n 94
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 5 - Strategic Leadership: Issue</i>	61.7% (58)	35.1% (33)	3.2% (3)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Strategic Leadership: Rule</i>	71.3% (67)	24.5% (23)	4.3% (4)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Strategic Leadership: Analysis</i>	67.0% (63)	29.8% (28)	3.2% (3)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Strategic Leadership: Conclusion</i>	75.5% (71)	22.3% (21)	2.1% (2)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Strategic Leadership: Critical Analysis</i>	61.7% (58)	36.2% (34)	2.1% (2)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Strategic Leadership: APA and Sources</i>	88.3% (83)	7.4% (7)	3.2% (3)	1.1% (1)	0.0% (0)	
<i>PLO 5 - Strategic Leadership: Writing Mechanics</i>	36.2% (34)	40.4% (38)	21.3% (20)	2.1% (2)	0.0% (0)	
Average Performance Levels	66.0%	28.0%	5.6%	0.5%	0.0%	

HRCU-650						n 36
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 6 - Data Driven Decision-Making: Situation Description</i>	61.1% (22)	27.8% (10)	11.1% (4)	0.0% (0)	0.0% (0)	
<i>PLO 6 - Data Driven Decision-Making: Business Strategy</i>	63.9% (23)	22.2% (8)	11.1% (4)	2.8% (1)	0.0% (0)	
<i>PLO 6 - Data Driven Decision-Making: Diversity</i>	63.9% (23)	16.7% (6)	13.9% (5)	5.6% (2)	0.0% (0)	
<i>PLO 6 - Data Driven Decision-Making: Workforce Planning</i>	66.7% (24)	16.7% (6)	8.3% (3)	8.3% (3)	0.0% (0)	
<i>PLO 6 - Data Driven Decision-Making: Talent Management</i>	66.7% (24)	13.9% (5)	13.9% (5)	5.6% (2)	0.0% (0)	
<i>PLO 6 - Data Driven Decision-Making: Ethics and Legal</i>	66.7% (24)	13.9% (5)	13.9% (5)	5.6% (2)	0.0% (0)	

<i>PLO 6 - Data Driven Decision-Making: Recommendations</i>	63.9% (23)	16.7% (6)	16.7% (6)	2.8% (1)	0.0% (0)
<i>PLO 6 - Data Driven Decision-Making: APA and Sources</i>	30.6% (11)	27.8% (10)	25.0% (9)	16.7% (6)	0.0% (0)
<i>PLO 6 - Data Driven Decision-Making: Writing Mechanics</i>	52.8% (19)	13.9% (5)	19.4% (7)	13.9% (5)	0.0% (0)
Average Performance Levels	59.6%	18.8%	14.8%	6.8%	0.0%

Notes:

- 1. Cases where a student did not upload an assignment (coded as "no submission" in the extract from GradeMark) were excluded from the analysis.*
- 2. In cases where the mastery assignment was a group project, only the assignment submitted by the group leader was included in the analysis.*
- 3. All rows may not add up to 100% reflecting missing rubric points.*