



UNIVERSITY OF WISCONSIN
WHITEWATER

ACADEMIC ASSESSMENT

HUMAN RESOURCE MANAGEMENT

MISSION STATEMENT

In support of the College and University mission to prepare students to contribute successfully and responsibly in a global environment, the major in Human Resource Management specifically prepares students for careers as human resource professionals. The major focuses on the knowledge, skills, and competencies promoted by the Society for Human Resource Management (SHRM). Professional knowledge areas include staffing, training and development, compensation and employee benefits, employment law, and employee/labor-management relations. Competencies that are emphasized include communication, leadership, ethical practice, critical evaluation, and business acumen. Students will use their knowledge and competencies to stay abreast of current trends in the workplace and the changing nature of human resource management.

STUDENT LEARNING OUTCOMES

Student learning outcomes (SLOs) are statements of what a student will know or be able to do when they have completed a program. They represent the knowledge and skills a program has determined are most important for students to gain from that program. The most useful SLOs are specific and measurable so the program can accurately assess the degree to which students have achieved each outcome, and they align with college and institution mission and values. Data on achievement of SLOs is used to make improvements in the program and increase student success.

NOTE: The Human Resource Management major has been certified by SHRM (Summer 2014) as one that “aligns with the HR Curriculum Guidebook and Templates” developed in cooperation between SHRM and AACSB. The HR major is based on the following thirteen (13) student outcome goals required by the SHRM/AACSB Guidebook.

- Students will be able to define, identify, and/or apply the principles of *Employee and Labor Relations*.
- Students will be able to define, identify, and/or apply the principles of *Employment Law*.
- Students will be able to define, identify, and/or apply the principles of *Ethics*.
- Students will be able to define, identify, and/or apply the principles of *HR's Roles in Organizations*.
- Students will be able to define, identify, and/or apply the principles of *Job Analysis and Job Design*.

- Students will be able to define, identify, and/or apply the principles of *Managing a Diverse Workforce*.
- Students will be able to define, identify, and/or apply the principles of *Metrics and Measurement of HR*.
- Students will be able to define, identify, and/or apply the principles of *Performance Management*.
- Students will be able to define, identify, and/or apply the principles of *Recruitment and Selection*.
- Students will be able to define, identify, and/or apply the principles of *Strategic HR*.
- Students will be able to define, identify, and/or apply the principles of *Compensation and Benefits*.
- Students will be able to define, identify, and/or apply the principles of *Training and Development*.
- Students will be able to define, identify, and/or apply the principles of *Workforce Planning and Talent Management*.