MAJOR GOALS AND LEARNING OUTCOMES FOR THE B.S. IN BUSINESS ADMINISTRATION/MANAGEMENT MAJOR, HUMAN RESOURCES SPECIALIZATION PROGRAM

I. **Demonstrate knowledge of the international nature of management.**

Student Learning Outcomes:

SLO #1.1: Identify the cultural dimensions that distinguish different countries on work-related attitudes.

SLO #1.2: Explain how business practices vary in different countries.

II. **Demonstrate knowledge of the analysis, formulation and implementation of strategy in established or entrepreneurial organizations.**

Student Learning Outcomes:

SLO #2.1: Identify and apply relevant concepts, frameworks, and techniques to identify opportunities and problems of firms competing in a global business context, and formulate and implement appropriate strategies.

SLO #2.2: Identify and apply relevant concepts, frameworks, and techniques to identify and address strategic business issues from a general management perspective, cutting across functional areas.

III. **Demonstrate knowledge of ethical frameworks and theories and how to apply them in business situations.**

Student Learning Outcomes:

SLO #3.1: Apply 4-6 ethical theories to current business situations.

SLO #3.2: Explain the philosophical arguments for and criticisms of 4-6 ethical theories.

IV. **Demonstrate knowledge in the area of leadership.**

Student Learning Outcomes:

SLO #4.1: Analyze the applicability of leadership skills/practices in different situations.

SLO #4.2: Describe and apply leadership theories.

V. Demonstrate knowledge of the organizational processes of acquiring, developing, evaluating, and rewarding human resources.

Student Learning Outcomes:
SLO #5.1: Identify issues involved with acquiring human resources including job analysis, HR planning, equal opportunity law, recruitment, and selection.
SLO #5.2: Identify issues related to developing, evaluating, and rewarding human resources via training, performance management and compensation systems.

VI. Describe and critique the various sources of information used for personnel selection decisions.

Student Learning Outcomes:
SLO #6.1: Recommend preferred method of selection based on organizational need and environmental conditions.
SLO #6.2: Define the ways to measure the effectiveness of methods used for selection and placement of human resources.

VII. Identify the decisions involved in establishing a compensation structure.

Student Learning Outcomes:
SLO #7.1: Distinguish the ways in which employees evaluate the fairness of a compensation structure.
SLO #7.2: Identify internal and external factors involved in establishing compensation systems.