



# BAKER COLLEGE

## STUDENT LEARNING OUTCOMES

HRM 3150 Evaluating Human Resources  
3 Semester Hours

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### Student Learning Outcomes and Enabling Objectives

1. Analyze how the functions of Human Resources support an organization in the execution of its mission and vision and how to measure human resources effectiveness.
    - a. Explain how Human Resource decisions affect the organization as a whole.
    - b. Explain how the performance of the Human Resources function can be evaluated using metrics
    - c. Explore the integration and evaluation of collected data so as to assist Human Resources in becoming a strategic business partner and making a meaningful contribution to management decisions in the organization.
  
  2. Evaluate the effectiveness of performance management processes in improving the performance of an organization's workforce.
    - a. Identify the various purposes of performance appraisal systems.
    - b. Compare different performance appraisal systems.
    - c. Compare the measurement tools utilized by an organization.
    - d. Explain the use of metrics in measuring the effectiveness of the performance appraisal process.
    - e. Identify important legal and ethical issues to consider when selecting and implementing a performance appraisal system.
  
  3. Evaluate how to effectively implement a quality performance management process.
    - a. Explain the elements of a quality performance management process.
    - b. Identify the various sources where error is introduced into a performance management system.
    - c. Explain the process for effectively addressing performance problems.
    - d. Identify where technology should be used to improve the performance management process.
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These SLOs are approved for experiential credit

Effective: Fall 2017