



**BAKER COLLEGE**  
**STUDENT LEARNING OUTCOMES**

**HRM 3150 Evaluating Human Resources**  
**3 Semester Hours**

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**Student Learning Outcomes & 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**