

School of Business and Technology  
 Management Department HRDV  
 Spring 1 term, 2007

**Program outcome #1: Students will demonstrate, through a written exam, their comprehension of the mandatory topics.**

<b>Learning Outcome</b>	<b>LO Description</b>	<b>Good</b>	<b>Moderate</b>	<b>Low</b>	<b>Poor</b>
1.1	Demonstrates comprehension of introductory OD topics.	75	93	10	0
1.2	Demonstrates comprehension of Leading Change .	32	73	7	19
1.3	Demonstrates comprehension of OD Process	57	61	36	26
1.4	Deomstrates comprehension of Human Process Interventions.	27	40	89	39
1.5	Demonstrates comprehension of Organizational Intervention.	29	33	57	62
1.6	Demonstrates comprehension of Structural and Goal Setting Approaches.	29	35	25	5
1.7	Demonstrates comprehension of Technical and Task Interventions.	38	24	48	36
1.8	Demonstrates comprehension of High Performing Work, High Involvement Work Systems, and Learning Organizations.	28	34	41	56
1.9	Deomstrates comprehension of Oranization Transformation and Strategic Intervention.	22	9	31	44

**Program Outcome #2: Students will be able to analyze complex factual situations using the important concepts and theories of Human Resources Development field to help diagnose best practices, problems, and opportunities for program development.**

<b>Learning Outcome</b>		<b>Good</b>	<b>Moderate</b>	<b>Low</b>	<b>Poor</b>
2.1	Applies relevant theories in the analysis of the facts of the case.	36	39	20	8
2.2	Supports conclusions with relevant facts.	9	4	25	3

**Program Outcome #3: Students will be able to integrate theories and models to develop solutions to complex human resource development problems.**

<b>Learning Outcome</b>		<b>Good</b>	<b>Moderate</b>	<b>Low</b>	<b>Poor</b>
3a.1	Synthesizes or integrates multiple concepts.	31	23	26	9
3a.2	Generates solutions to problems.	15	11	3	7

**Program Outcome #3b: They will demonstrate the effectiveness of their Organizational Development interventions using either quantitative or qualitative evaluation criteria (or both)**

3b.1	Use of quantitative or qualitative measures to determine OD project effectiveness	19	15	8	40
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