

**QUALITY OF LEARNING IN THE MSA – Human Resources Administration Concentration**

To what extent did your MSA program help you improve your ability to:	Stated “Great” or “Moderate” Improvement		Descriptive Statistics	
	Count	Valid %	Mean	Std Dev
Apply management perspectives in your workplace	169	87.1	3.31	0.76
Use quantitative methods and approaches to solve workplace problems	159	82.4	3.12	0.78
Evaluate workplace problems and recommend strategies or tools to address them	169	88.0	3.30	0.73
Take a position on an organizational issue, and defend it both orally and in writing	159	82.8	3.26	0.83
Apply the concepts of finance, as practiced in your employer’s organization.	124	65.6	2.79	0.89
Apply the concepts of marketing, as they relate to your employer’s organization.	111	59.4	2.66	0.98
Use information systems to support decision-making	116	62.7	2.77	1.04
Understand the theory and practices of human resource administration	174	90.2	3.46	0.71
Utilize the principles of collective bargaining, labor law and negotiations in your organization	119	65.7	2.84	0.97
Utilize negotiation skills in labor and employee relations	126	67.4	2.90	1.01
Make staffing decisions using a broad range of evaluative measures such as compensation, economics and personnel psychology	148	77.5	3.11	0.84

To what extent did your MSA program help you improve your ability to:	Great Improvement		Moderate Improvement		Small Improvement		No Improvement		Missing	Valid Total
	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %		
Apply management perspectives in your workplace	91	46.9	78	40.2	20	10.3	5	2.6	4	194
Use quantitative methods and approaches to solve workplace problems	64	33.2	95	49.2	27	14.0	7	3.6	5	193
Evaluate workplace problems and recommend strategies or tools to address them	84	43.8	85	44.3	19	9.9	4	2.1	6	192
Take a position on an organizational issue, and defend it both orally and in writing	89	46.4	70	36.5	26	13.5	7	3.6	6	192
Apply the concepts of finance, as practiced in your employer’s organization.	42	22.2	82	43.4	48	25.4	17	9.0	9	189
Apply the concepts of marketing, as they relate to your employer’s organization.	41	21.9	70	37.4	48	25.7	28	15.0	11	187
Use information systems to support decision-making	55	29.7	61	33.0	43	23.2	26	14.1	13	185
Understand the theory and practices of human resource administration	111	57.5	63	32.6	16	8.3	3	1.6	5	193
Utilize the principles of collective bargaining, labor law and negotiations in your organization	53	29.3	66	36.5	42	23.2	20	11.0	17	181
Utilize negotiation skills in labor and employee relations	64	34.2	62	33.2	39	20.9	22	11.8	11	187
Make staffing decisions using a broad range of evaluative measures such as compensation, economics, personnel psychology	71	37.2	77	40.3	36	18.8	7	3.7	7	191