

Course:	OBHR42800 001 - Human Resources Mgmt	Department:	SMAT
		Responses / Expected:	47 / 49

1a - Demographics		OBHR42800 - 001									
		Responses						Course			
		F	S	JR	SR	G	O	N	Grp Med	Mode	Std Dev
Q1	YOUR CLASS	0	0	2	45	0	0	47	4.0	4	.20
Responses: [F] Fresh=1 [S] Soph=2 [JR] Jr=3 [SR] Sr=4 [G] Grad=5 [O] Other=6											

1a - Demographics		OBHR42800 - 001										
		Responses							Course			
		A	B	C	D	F	P	F	N	Grp Med	Mode	Std Dev
Q2	EXPECTED GRADE	23	24	0	0	0	0	0	47	6.5	6	.50
Responses: [A] A=7 [B] B=6 [C] C=5 [D] D=4 [F] F=3 [P] Pass=2 [F] Fail=1												

1a - Demographics		OBHR42800 - 001									
		Responses				Course					
		RFY	RBS	E	N	Grp Med	Mode	Std Dev			
Q3	COURSE REQUIRED	44	3	0	47	1.0	1	.24			
Responses: [RFY] Required for your major/minor=1 [RBS] Required by school/University=2 [E] Elective=3											

1a - Demographics		OBHR42800 - 001														
		Responses											Course			
		AG	ED	E	HHS	LA	M	P	SCI	T	VM	U	N	Grp Med	Mode	Std Dev
Q4	YOUR SCHOOL	0	0	0	0	0	47	0	0	0	0	0	47	6.0	6	0
Responses: [AG] AG=11 [ED] ED=10 [E] ENGR=9 [HHS] HHS=8 [LA] LA=7 [M] MGMT=6 [P] PHARM=5 [SCI] SCI=4 [T] TECH=3 [VM] VET MED=2 [U] UNDECLARED=1																

2a - University questions about your course		OBHR42800 - 001								
		Responses					Course			
		E	G	F	P	VP	N	Grp Med	Mode	Std Dev
Q5	Overall, I would rate this course as:	21	24	1	1	0	47	4.4	4	.64
Responses: [E] Excellent=5 [G] Good=4 [F] Fair=3 [P] Poor=2 [VP] Very Poor=1										

2b - University questions about your instructor

		OBHR42800 - 001								
		Responses					Individual			
		E	G	F	P	VP	N	Grp Med	Mode	Std Dev
Q6	Overall, I would rate this instructor as:	31	14	1	1	0	47	4.7	5	.64

Responses: [E] Excellent=5 [G] Good=4 [F] Fair=3 [P] Poor=2 [VP] Very Poor=1

3b - PICES course based questions

		OBHR42800 - 001								
		Responses					Course			
		SA	A	U	D	SD	N	Grp Med	Mode	Std Dev
Q7	Grading is clear and tied to key learning objectives.	25	17	5	0	0	47	4.6	5	.68

Responses: [SA] Strongly Agree=5 [A] Agree=4 [U] Undecided=3 [D] Disagree=2 [SD] Strongly Disagree=1

MGMT standard questions about course

		OBHR42800 - 001								
		Responses					Course			
		E	G	F	P	VP	N	Grp Med	Mode	Std Dev
Q8	The AMOUNT THAT I LEARNED in this course is:	25	17	3	2	0	47	4.6	5	.79

Responses: [E] Excellent=5 [G] Good=4 [F] Fair=3 [P] Poor=2 [VP] Very Poor=1

MGMT standard questions about course

		OBHR42800 - 001								
		Responses					Course			
		SA	A	U	D	SD	N	Grp Med	Mode	Std Dev
Q9	Course text/readings/cases are helpful in learning course material.	20	21	5	0	0	46	4.4	4	.66
Q10	Course assignments/exams/projects are aimed at key learning objectives.	27	17	3	0	0	47	4.6	5	.61

Responses: [SA] Strongly Agree=5 [A] Agree=4 [U] Undecided=3 [D] Disagree=2 [SD] Strongly Disagree=1

Q11 - What parts of the course did you like best?

Response Rate: 74.47% (35 of 47)

- Jared is a very engaging instructor. He incorporates a wide variety of methods to keep the class engaged and I believe this helps in learning and application.
- the course is relate to real word, helpful to my future employee
- Video in class
- like the team discussion, guest speaker
- I think the discussion were the most interesting. The reason I believe this is because everyone has their own viewpoint, and it is helpful to see how others think.
- QR
- The class provided a lot of oppotunities to discuss learning objectives of the day within our teams. I felt as though this was a great way of seeing different points of views in regards to certain HR practices and policies.
- Jared was able to incorporate group work into the class which was extremely beneficial for the learning environment. He was able to create an environment that allowed for active participation within the class as well

- The discussions, guest speaker
- The instructor seems engaged and prepared for every class to help students learn.
- The class as a whole makes me feel delight taking it.
I like the way Jared structured the course to allow time for class discussion. He allowed discussion to occur at anytime throughout the lecture, and especially if someone brought up a contiguous point, he encouraged full class discussion on the topic.
- The lecture
- The way he presented the materials made me engaged in class.
- Instructor manages to keep students engaged even though it's a 2 hour class per day.
- The QRs and the integrative assignment.
- Team Discussion
- I think the material is very interesting, and I can directly apply it to my future job.
- The teacher was awesome
- I thought that the course topics were important for those that are going to be working in a variety of fields.
- I liked the parts about union relations the most I think
- I liked learning HR and how it related to management. Although I am not specifically interested in going into HR it's good to know how it effects the organization and as a manager what you need to be aware of.
- I enjoyed that the class was engaging. People had to talk which created great dialogue for the course. Also, this is one of the few classes in Krannert that a large portion of our effort was in writing. Writing is under utilized in Krannert.
- Jared tried to keep us engaged. Guest speakers were good.
- The instructor. Really good guy. He cares about his students.
- Class discussions.
- Lecturer and discussions"
- I thought that the lectures were very well organized and related to what we needed to know.
- I liked the overall atmosphere of the course the best.
- class atmosphere is nice
- The textbook was easy to read and had color in it. Also, for once, I did not have to put it in a binder which aggravates me. I wish the University gave me the option to buy the book all the time, it just works for me better.
- The instructor made the course fun with interactive discussion and simulations.
- interaction
- group discussion
- The instructor had an integrative assignment where we had a choice to do anything to demonstrate our understanding of key concepts in the class. This was an interesting and unique assignment and probably the most motivating assignment for the class.

Q12 - What parts of the course did you like least?

Response Rate: 65.96% (31 of 47)

- The instructors positive attitude and learning style.
- nothing
- No essay in Exam

-	essay in exam and papers
-	I honestly want to say that the amount of work was my least favorite part. However, I understand that stellar performers go above and beyond, so I really can't say that the work was uncalled for.
-	Group project and test
-	For the reflection, I would've preferred the format to be basic question and answer instead of an essay. The reason why is because when it comes to essays, there are a lot of other time consuming things to consider such as the flow of the paper, the introduction and conclusion etc. I feel as though as long as one answers the questions provided, then that should be enough.
-	I liked the multiple choice parts on the exam, but would rather have no short essay exam. Even though I read all the texts I can't remember all the contents so its difficult to assess accurately.
-	It is a maymester course so bit much workload.
-	I disliked the reflection paper and the format we were expected to follow. I feel as long as an student is able to support their responses to the questions providing, the answers should not have to fall within a essay format. I also disliked how we were not told how the short answers were going to be graded on our exam and were rather just assigned a grade to them.
-	Integrative assignment---to much ambiguity for an type A blood person
-	Some exam questions were not clear
-	Exam was too focused on terms, at least the multiple choice part was.
-	By point out to talk in class
-	Reflection Paper
-	I think all the parts of the course are fair.
-	A lot of work
-	I thought that the topics were hard to correlate and there are a lot of variables that go into making decisions. There is not just one right answer, and I think the lecturer did a good job in making that point known through discussions. I also thought that with the discussions, there should 1-3 responses, then we should move on to other questions. It was harder to put all of the information together if we spend a lot of time discussing one particular question related to the topic.
-	I did not care for the prt on selection and job placement. I thought that part was rather self-explanatory.
-	I didn't like writing reflections or questions although it did help with studying for exams it kind of seemed like a waste of time.
-	I disliked how the in-class participation was not laid out more clearly
-	Too much writing. I felt like I was taking an English class. I am not even sure if he read all the papers we turned in.
-	The fast pace associated with a Maymester.
-	n/a
-	Multiple choice part of the exams "
-	The amount of writing we had to do.
-	remember the textbook
-	I hate probably that it was in rawls. It has been a long time since I had a class off the school of management property and would like a change of scenery.
-	I am taking 3 classes during may-mester so having something due every day was a tough.
-	none
-	The team presentation and paper.

Q13 - What changes would you like to see made in future sessions of this course?

-	all good
-	No essay in final exam
-	pretty good so far
-	Some more coffee.
-	Focus less on participation and group work. also make slightly less writing. this could be done by removing the integrative assignment and transferring those points to tests. the tests should be MC only because short answer essay questions are too subjective.
-	There aren't a lot of changes I would make other than the way the reflection was formatted. Overall I feel like this was an excellent course.
-	Really I cannot think of any. Jared has done an overall amazing job.
-	I think it is good to continue next session
-	I feel it will be nice for students to have more chances to get extra credit.
-	I would like to see better explanations on how assignments are going to be graded.
-	Less points on integrative assignment or make it optional
-	Overall, he is really good professor. Nothing to change
-	Exam should not include multiple choice questions instead should have several short answer questions.
-	Do not put so much participation points in the whole course, cuz you can not evaluate each person's contribution accurately
-	Easier exams
-	I don't think there is any changes necessary.
-	Less work
-	I would make it less participation based, and make the projects a little more structured. I thought the team assignment was not very interesting, and could use some spicing up. One suggestion would be to do make the integrative assignment and the group project combined into one project, making up about 40% of the workload, with a time in the class for group discussion related to the projects.
-	I think I'd add information on union relations and more information on the "legal" side of HR.
-	More structured class would be nice. Also we need more feedback on our papers and exams.
-	I don't really have any suggestions.
-	Balancing the grades between all elements such as projects homework and test so nothing is weighed more than another"
-	I wouldn't change a lot I thought it was set up very well.
-	Less daily writing.
-	well, it is good enough now
-	The only change would be to get the syllabus earlier.
-	Have one person from every group do the Q/R's every day.
-	none
-	This class should be curved!

MGMT standard questions about instructor	Law-penrose, Jared C	
	Responses	Individual

		SA	A	U	D	SD	N	Grp Med	Mode	Std Dev
Q14	This instructor demonstrates good knowledge of the subject matter.	35	10	1	0	1	47	4.8	5	.72
Q15	This instructor displays enthusiasm in teaching this course.	38	9	0	0	0	47	4.9	5	.39
Q16	The instructor's in-class explanations help clarify course material.	34	11	1	1	0	47	4.8	5	.63
Q17	This instructor is organized and well prepared for class.	36	10	0	0	0	46	4.9	5	.41
Responses: [SA] Strongly Agree=5 [A] Agree=4 [U] Undecided=3 [D] Disagree=2 [SD] Strongly Disagree=1										

Q18 - We welcome your written comments below. What is something/are some things that the instructor does well, e.g., something you hope that the instructor will continue to do in the class in the future?	
Faculty:	Law-penrose, Jared C
Response Rate:	61.70% (29 of 47)

-	Like I mentioned above, Jared is very engaging and I have enjoyed being in his class.
-	Jared is energetic, humble, and funny. He relates to his students and actively engages in them through discussion. Overall, he's a great teacher with a bright future.
-	keep inviting guest speakers
-	always prepared for class and makes good use of technology. good presentation skills and clearly explains concepts.
-	I think that the instructor engaged the class extremely well. It's a 2 hour and 10 minute course, but it didn't feel that way, it felt much shorter than that which I commend him for. I also feel like the instructor ties in HR to how it would affect us when we become managers or employees which also keeps the class motivated.
-	He is an active and engaging teacher, who really puts an effort into having the students learn.
-	All the video clips shown in the class were interesting and helped me understand better with the material.
-	Jared is an amazing professor. He takes a topic that many students dread learning about and creates a fun and enjoyable learning environment. I hope that Jared continues to use the open discussion format to his course because it allows students to become engaged and give their opinions on these hot topics.
-	Classroom interaction is really good and you look like Dan Stevens in Downtown Abbey(never get a chance to say that).
-	He helped every student to be engage in class by his funny teaching styles. He taught course really well.
-	Assignments are left open ended and rely excessively on student interpretation, I'd like to have some more instruction about assignments. There still has to be room for creativity but I felt there was too little information. Everything else was quite good and enjoyable.
-	I like your teaching style and the enthusiasm in class
-	The atmosphere of this class is very great.
-	Jared had a major role in making the material easily understandable. He made the class very interesting and interactive in all the way.
-	He's very enthusiastic and keeps the class interesting
-	The instructor is very interesting in his approach, and does well to demonstrate that participation can be applied to the class learning, while giving people the chance to put in a word on almost all items. He has the ability to cover a variety of topics in a short period, while making them make some sort of sense.
-	I thought Jared did an excellent job teaching a course that material that I find uninteresting. He kept me engaged and interested despite this.
-	Jared uses a wide range of media, video clips, face time, commercials, to teach us material and allow us to understand

-	it's real life application. He is also very enthusiastic which sets a good tone for the class and allow people to feel comfortable in asking questions and having discussions about the topics. He is also very friendly and makes his classes exciting whether it's playing music in breaks, getting to know his students and relating to us on a personal level, everyone learns to their full potential and has a good time doing it.
-	Continue to keep this course as much writing as possible. There aren't many classes or professors that are willing to take this approach but it is very beneficial to the student.
-	Continue with your enthusiasm. Don't lose that, it is a great resource of yours. To be honest, for a lot of us, OBHR is kind of a dry subject. The fact that you can interest most of us for 2 hours a day, 5 days a week speaks very highly about your ability as an instructor.
-	Class discussions, lectures, assignments
-	There was a study done about doctors and lawyers of death row inmates. What the study concluded that the professionals that were rated the highest and most liked and in the case of the doctors least sued for malpractice by the clients were those that took time out of their day and cared about the individuals, not those that cured the patient or got the client off of death row. What this goes to show is that the interactions with these people and the relationship was more important than the results. The same goes with teaching, a teacher who cares about the students and who takes time to help the students out is much better than one who is only focused with the retention of the knowledge. This is where Jared excels. He is a teacher that truly cares about each individual student and wants the most out of them, not just knowing the material but developing into students that can think critically. Jared does a great job delivering the information and teaching in a classical sense, but his personality and passion are what make him an excellent instructor.
-	Jared's overall enthusiasm about not only the course, but about helping the students learn and become better prospective employees was his biggest strength.
-	He puts fun in his professionalism. Although I prefer not to know a professor on a personal level, I'm glad Jared tries to connect with everyone. He would actually be a person I wouldn't say hi to in the fall. His teaching style caters to the younger audience and I enjoyed seeing that.
-	Jared does an excellent job at making his expectations of us throughout this course clear so there is no doubt of what the students need to do to perform well in the class. I was impressed by how fair and kind he was to all his students and I'm certain we all enjoyed his enthusiasm while teaching. Overall excellent experience.
-	Demonstrated that he really cared about how much knowledge we are walking away with. I could tell he was teaching because he really loves it which helped make the class much more fun. He was very open to questions and was always available to students. He is in the top 3 teachers I have had through my career at Purdue.
-	good teacher but the grading system is hard
-	the best instructor ever
-	He is very good at explaining the concepts and giving examples to help us understand it better. He doesn't just read it off the slide or from the book but takes the trouble to help us understand it in a very practical way

Q19 - Make a suggestion(s) for improving the course (a criticism alone is not helpful; tell your instructor how you would fix any problem).

Faculty:	Law-penrose, Jared C
Response Rate:	44.68% (21 of 47)

-	Theres too much writing in the course, I felt like this disinvests quality to emphasize quantity.
-	good job~
-	As stated above, there aren't a lot of changes that need to be made. I feel as though the only thing that needs to change is the format of the reflections. Otherwise this was an excellent course and one of the most favorite classes I've taken which isn't necessarily because to the content, but the instructor. I think he did an excellent job overall.
-	Integrative assignment---to much ambiguity for an type A blood person
-	Less points on integrative assignment or make it optional

-	I think for integrative assignment, posting examples of it would help student to have better idea what to do.
-	I think, multiple choice part of exam relied on terms a little too much. I would definitely either give students to choose between mc part and classic part, or I would make the exam composed of only short answer questions. I believe that would reflect the knowledge of students better. I felt like exam was measuring my memorization skills(Mc part)
-	The way how you evaluate the participation seems a little unfair
-	Easier exams
-	I think the course is perfect.
-	none
-	The topics are hard to remember and I think the class could be more structured, with less based on participation.
-	n/a
-	I would suggest looking at the material and emphasizing the parts that will be most relate-able to MGMT, finance or accounting majors since that is what the majority of the class is. Other than that the course is great !
-	I believe you had a pretty solid ability to be ready for class and to make good explanations.
-	No suggestions. Maybe make the integrative assignment worth 50 points less. The pacing of the class is rigorous, but doable for good students. When I put my part time job and having to get ready to move and all of that other life stuff on top of it, the integrative assignment makes the final week or so very, very demanding.
-	Try to make the course more straight forward I the beginning about how you will grade.
-	One way to improve would be to make Q/R assignments not due everyday, especially on days when other essays were due. The Q/R's began to feel more like a chore and a nuisance than an aid to my learning towards the end of the class when so many other things were going on.
-	I would just get rid of the ten minute break. No body really gets tired from lecture and a lot of people just sit in their seats. Most people wouldn't mind this adjustment.
-	Having a Q/R due every day felt like busy work. In all honesty I didn't have to read the chapter to do them. I feel that if one person from each team had to do one every day and it was more in depth, students would look over the material more and it wouldn't feel as much as busy work and students would walk away with more knowledge about that subject.
-	nothing to change
-	The assignments should be more spread out. There were 3 major assignments due in the last 3 days, so it was too much work due in the last week. Have the assignments more evenly spread.