

<b>Course:</b>	OBHR42800 001 - Human Resources Mgmt	<b>Department:</b>	SMAT
		<b>Responses / Expected:</b>	40 / 41

1a - Demographics		OBHR42800 - 001									
		Responses						Course			
		F	S	JR	SR	G	O	N	Grp Med	Mode	Std Dev
<b>Q1</b>	YOUR CLASS	0	0	8	30	2	0	40	3.9	4	.48
<b>Responses:</b> [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
<b>Q2</b>	EXPECTED GRADE	28	12	0	0	0	0	0	40	6.8	7	.46
<b>Responses:</b> [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			
<b>Q3</b>	COURSE REQUIRED	35	3	2	40	1.1	1	.49			
<b>Responses:</b> [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
<b>Q4</b>	YOUR SCHOOL	0	0	0	0	0	38	0	0	2	0	0	40	6.0	6	.65
<b>Responses:</b> [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
<b>Q5</b>	Overall, I would rate this course as:	30	8	1	1	0	40	4.8	5	.65
<b>Responses:</b> [E] Excellent=5 [G] Good=4 [F] Fair=3 [P] Poor=2 [VP] Very Poor=1										

2b - University questions about your instructor		Law-penrose, Jared C								
		Responses					Individual			
		E	G	F	P	VP	N	Grp Med	Mode	Std Dev
<b>Q6</b>	Overall, I would rate this instructor as:	35	3	2	0	0	<b>40</b>	<b>4.9</b>	5	.49
<b>Responses:</b> [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
<b>Q7</b>	Grading is clear and tied to key learning objectives.	31	8	0	1	0	<b>40</b>	<b>4.9</b>	5	.59
<b>Responses:</b> [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
<b>Q8</b>	The AMOUNT THAT I LEARNED in this course is:	28	7	5	0	0	<b>40</b>	<b>4.8</b>	5	.70
<b>Responses:</b> [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
<b>Q9</b>	Course text/readings/cases are helpful in learning course material.	25	15	0	0	0	<b>40</b>	<b>4.7</b>	5	.48
<b>Q10</b>	Course assignments/exams/projects are aimed at key learning objectives.	24	16	0	0	0	<b>40</b>	<b>4.7</b>	5	.49
<b>Responses:</b> [SA] Strongly Agree=5 [A] Agree=4 [U] Undecided=3 [D] Disagree=2 [SD] Strongly Disagree=1										

<b>Q11 - What parts of the course did you like best?</b>
<b>Response Rate:</b> 77.50% (31 of 40)

- I enjoyed the class discussions and how you tried to make the material relevant to our lives.
- Jared was an awesome teacher. He was really engaging and presented topics in interesting memorable ways.
- very interactive, might be hard to transfer to a larger lecture hall
- Jared brings an energy to the classroom that makes you want to learn. I can see every day the effort he puts in to each class and it makes me want to return the effort. Loved the guest speakers and group activities. If I could give a grade higher than strongly agree I would. I have no doubt in the next few years Jared will win one of the top teachers in Krannert.
- The team/class discussions were very helpful. Having a break with music playing and playing videos throughout the presentation were a nice touch as well.
- discussion
- I really liked the discussions that we had in class because they were helpful in learning both the course/book material but also helpful in connecting us with real world issues. Through class discussions, I believe I will better understand

	these concepts and will be able to apply them once I'm in the job market. I also liked the cookies he made for us when we turned in our first major paper.
-	Jared! OBHR is so dry and boring. Not for accounting students type of minds, but Jared made it really great. I really liked that he gave us a lot of assignments to really make sure we knew the material. I'm not a good test taker so it really helped my grade too
-	Very entertaining class discussions, excellent course format.
-	I really enjoyed the in-class discussions. I think it was fun and a really enjoyed listening to others opinions.
-	powerpoint slides are very neatly organized
-	lecture
-	the video presentation
-	The best part I liked about this class was the discussion that the class have with the professor on a normal basis
-	The class discussions. I enjoyed actively participating in class."
-	I loved how involved he made the classroom.
-	I loved how the course was highly involved. Our class was very good at being engaged and involved during class discussions.
-	Class is always very engaging and a joy to go to. We are free to speak our thoughts during class and hear other students perspectives rather than a teacher lecturing the whole time. I enjoy hearing international students perspectives and how things are different in their countries.
-	Jared did a really great job on bring everyone engaged in class conversation!!!!
-	I like that this course teaches us a lot of practical knowledge about the workplace. We are learning things that will help us in the future and it gives us a perspective on how our lives may be in just a few years. I like that almost all of the takeaways don't really have anything to do with school - they are all about the "real" world or the working world.
-	I also liked that this class didn't only focus on big corporations. Sometimes, I think Krannert classes like to pretend that all of us want to work in corporate America, and that's just not true, especially with the number of students in these classes. This class gave examples from all across the board, and I appreciated that.
-	Discussion
-	The style of lecture makes for a comfortable environment to ask questions and share opinions. Instructor is excellent in providing information so students can be successful in the course and real world cases."
-	There are many discuss in class which I really like. Professor's teaching style is really good.
-	The class discussion was a great change up from a standard lecture.
-	Team discussions, personal examples, in class discussions and everyday reading assignments that helped me think of the application of the subject"
-	I liked the in-class discussions the most. I found them very interesting all the time and it was very good to get to know the opinions of others.
-	good class involvement and participation opportunities
-	I enjoyed the discussion of Job Analysis and Job Design that we covered, along with HR recruitment processes and performance management.
-	The interaction between instructor and students
-	class discussion
-	He was a great teacher. I liked the way the class was heavily based on discussion and had a good mix of essays and exams. Everyone was encouraged to talk and the videos and other media used in the class were fun. The organization of the slides was good and it was easy to read the text, although the text took a long time to read. I like that there were extra credit things to do.

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

Response Rate: 65.00% (26 of 40)

-	The exams were a bit harder than I expected for a 400 level course.
-	I can honestly say I am leaving Purdue with my best class. I may have had a few more relevant classes, but none have been as enjoyable as this. I can say nothing bad about the course itself when Jared is teaching it.
-	The test. Questions were long and some wordy funny so I began to confuse myself even if I knew the answer.
-	case study
-	I thought there were too many major papers for a Maymester course.
-	The fact that everything is so crammed together, but that is impossible to avoid in Maymester. Would we very well spaced out in a regular semester.
-	I did not like that there were so many assignments for this course. Also I would not say that the assignments helped me in the understanding of the material
-	homeworks and papers, too much!
-	we have assignment almost everyday
-	The least part of the class was time frame for all the class assignments. Grated its a maymester so the course is compressed I would recommend not one less Q/R a week.
-	I least enjoyed all of the papers at the end of the class."
-	The daily homework assignments that required reading the chapter on a daily basis.
-	Too much homework for such a short class during may.
-	None
-	I think the only part I was bummed about is that we didn't get to chapter 16 in the book, since this chapter really ties all of the takeaways in the book together. I loved the discussions we had in class, but I think if we had reigned those in a little, we could've easily gotten to chapter 16.
-	Daily Question/Reflection assignment felt a little like busy work.
-	none
-	The daily homework became overwhelming by the end and seemed more like busy work.
-	Work load was too much for the allotted time.
-	None. In my opinion everything was very good.
-	i guess because it is the summer course, too much information to cover in a month
-	I did not particularly enjoy the discussion of labor unions or global HR, but I recognize that they are important aspects that needed to be covered.
-	The writing assignment is too much for a four week course
-	We had class participation point required, I participated every class at least 2 to 3 times but I only got the average grade and some one I know did not participate that much but got 90% out of it. I got so confused and asked this instructor, he was not able to prove me he has a clear criteria for grading instead, the criteria is very vague. The whole class has the similar problems with me but he already pushed us to finish his evaluation at that point he distributed our grade. I feel like this instructor is subjective on grading and that made things become really unfair!
-	presentation
-	The class was too condensed. It would have been easier to have QR's due every two days instead of every day. It was really hard to read a chapter a night on top of everything else. Then our group assignments were a hassle. There were some mean/slacker people in my group and it just made it very hard to coordinate everything with them in such a short period. I would like to see less group projects and more essays or something. The hardest part was to get

everyone to work. I don't think he should have let the class bargain for exam details like the date we should have it. Several people including me wanted the exam on friday but because all of the negotiators wanted it on thursday they ignored us. Jared should give both options.

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

**Response Rate:** 65.00% (26 of 40)

- Adjustment to the exam.
- the powerpoints to be posted earlier
- None. Keep on rolling Jared!
- Possibly rewrite of the exam, besides that, all is good!
- Wish the exam problem could be more related to lecture not textbook
- Have less major papers during the semester.
- I wouldn't make any major changes, grading system and format of the class are very well designed.
- I feel like this subject is pretty much common sense, however what makes this course difficult is to know all the definitions. I would target then assignments in the way that it would help a person understand the the concept. For example, I would assign a particular topic from each chapter and would ask a student to explain that.
- none
- Increase discussion part
- n/a
- I don't think any changes need to be made!
- I love the course how it was.
- I think the homework is good and engaging but maybe allow students which chapters to choose to do Q/R's. Some chapters are very dry and it is hard to complete a good Q/R or find something to say, while other chapters are more interesting and I have more thoughts or questions about those.
- Exam could be more based on what we covered during classes.
- I really liked the way Jared handled this class, so I wouldn't make changes to the way it was structured this time. But talking to classmates, I saw that a lot of them were unhappy with the way previous sessions were structured. So I would make it so that other sections are taught the way this one was.
- More opportunities to speak with guest speakers."
- none
- It's great for normal semester, maybe fewer hw assignments for concentrated periods.
- I would not make any changes.
- overall good
- The course followed the book well and I do not think anything was left out.
- the writing assignments be adjusted to fit in a four weeks calender
- Have clear criteria for grading not by saying it is clear, it should be if you let anyone else to grade according to the criteria, it would have the same result.
- Overall, it was great, just no time to study (summer class)
- Don't put something due everyday. Try not to grade completely based on the text with the short answers. Sometimes its hard to memorize word for word what to write. Give us assigned teams.

MGMT standard questions about instructor		Law-penrose, Jared C								
		Responses					Individual			
		SA	A	U	D	SD	N	Grp Med	Mode	Std Dev
<b>Q14</b>	This instructor demonstrates good knowledge of the subject matter.	33	7	0	0	0	<b>40</b>	<b>4.9</b>	5	.38
<b>Q15</b>	This instructor displays enthusiasm in teaching this course.	35	5	0	0	0	<b>40</b>	<b>4.9</b>	5	.33
<b>Q16</b>	The instructor's in-class explanations help clarify course material.	33	7	0	0	0	<b>40</b>	<b>4.9</b>	5	.38
<b>Q17</b>	This instructor is organized and well prepared for class.	33	6	0	0	0	<b>39</b>	<b>4.9</b>	5	.36
<b>Responses:</b> [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?**

<b>Faculty:</b>	Law-penrose, Jared C
<b>Response Rate:</b>	75.00% (30 of 40)

-	I liked how you measured part of participation in Q&Rs. I thought that all of our assignments (employee selection, reflection paper) were relevant to what we were learning and were a good way to master the material. I appreciated how you incorporated games and fun activities as well (job interview demonstration/astronaut activity) to help make the class more interesting. I also liked how you had guest speakers come in. It was nice to have the opportunity to ask real HR professionals questions about their jobs. You are always open for questions and make class enjoyable. I used to hate HR classes, but I have really enjoyed yours. Thank you.
-	Class preparation, activities to further learning and lectures were all great! Timely grading also.
-	makes people excited about class, is a bad-ass in the office. super cool dude, i'm learning a lot
-	Just keep up the effort Jared. You do a fantastic job in the classroom and I hope Purdue manages to hang on to you for as long as possible. You seriously are sending me out on the highest note possible. Very proud you are a Boilermaker.
-	The music was great! The cookies were even better!
-	Overall is good!
-	Don't change at all! He is a wonderful instructor. Very enthusiastic and is patient with students. He really cares and wants to hear the opinions of his students. Definitely continue the music before class, keeping the slides interesting with YouTube clips this also keeps the students engaged. I think the points are allocated good. Some students just are not good test takers so it's nice that exams aren't a huge chunk of your grade. I like that he set up an anonymous survey for feedback on his class so that he can improve his teaching style throughout the semester. Great idea and I wish more professors would be as caring for their students and have a desire to improve themselves and be the best professor they can be like Jared. Overall awesome class and wish Jared taught more classes.
-	He has a lot of enthusiasm for the course and getting to really interact with his students. By being so approachable and having a discussion style of teaching, I thought he made the class more enjoyable and kept my attention on the course material. I would love to have him as a teacher in the future.
-	Instructor was so approachable! He'll be an amazing professor one day. It bums me out that there's not more 'Jareds' to teach other classes. I would love to have an instructor like him for "actual" classes.
-	He does a very good job of keeping the class entertaining while still keeping us on topic, keeps everyone in the class engaged.
-	I think the instructor does great job at showing enthusiasm in every class even when the topic seemed boring (eg legal stuff). He should keep that doing. He make good cookies too!!!
-	very well prepared!
-	none
-	He presented everything clearly and provided many funny videos.
-	I love that Jared is very interact during the class. He seems very interested in what he teaches and influences us to

-	learn how to comprehend all concepts.
-	Great job!! Great class!
-	I hope that the course will stay as involved as it is for the future. Jared seems extremely engaged and active as a professor.
-	Keep the open class discussions I personally find them very engaging and enjoy hearing other students thoughts.
-	Very enthusiasm and highly enlightening. I'll recommend Jared to my friends.
-	Best OBHR instructor ever had!!!
-	Jared gave us a real perspective on HR in the workplace, by having multiple case studies, guest speakers, sharing personal insights, and mediating intense class discussions. I felt like I learned a lot in this class and was really happy with the discussions, because the learnings went beyond just HR. There are real-life situations that we learned about.  Jared did a really good job creating a safe environment where everyone felt comfortable to speak up. I usually pick and choose which classes to be voicy in, and this one made it really easy. I also saw people speaking up who were really shy at the beginning, but by the end were comfortable piping in, so props for that.  Earlier today, we got an email from Jared about life lessons, and I was surprised that an instructor would put that much thought into his students. Keep it up, you're definitely being heard!
-	Keep the course structure as is! Increasing the class size would cause more harm than good to students' learning capabilities and quality of class discussion and communication. If possible, keep the short answer questions or include more essay opportunities within class work. Jared has the ability to talk to students and not at students. I feel like I'm having a worthwhile conversation on information that is useful for my future career. Without the format of the class, I would have been bored by the information and less enthusiastic about my success in the course. If possible, increase prep time for guest speakers, but otherwise don't change anything. I thoroughly enjoyed the course and would consider taking more courses taught by the instructor."
-	discussion is really helpful!
-	He is very thought provoking in class. He is well prepared with interesting lectures and plans to keep us engaged and in discussion with other students.
-	Jared you did a great job! Really enjoyed your class and was constantly engaged. You met your goal of making 428 one my fav classes at Purdue."
-	As I said, I liked the in-class discussions a lot. Our instructor is always prepared for class. His lecturing abilities are very good and I was surprised when he said that he teaches this class for the first time. I can only say positive things about him. He is helpful, he respects everybody and he gives chance to contribute in class discussions to everybody. Overall, I think he did a very good job teaching this class.
-	I really enjoyed Jared's desire to engage the class throughout the course. The team discussions and team activities encouraged us to WANT to work together, not just because we HAD to work together. His energy and interest in the material kept me interested as well, and he did a great job of adding interest to the days of lecture that even he admitted were a little more "boring" than others. If Jared teaches more classes in Krannert or anywhere at Purdue, I plan on recommending him to all of my classmates if they have not yet taken the course he is teaching. I thoroughly enjoyed going to class every day for a month because I knew Jared would have something interesting prepared for us! He's a wonderful instructor.
-	I love that he encourage class discussion.
-	well organized lectures!
-	He's really fun and personable. I liked having him as an instructor because he made me feel like he was both our friend and our teacher. He introduced us to all of his family and I thought that was nice. He was also always in his office just incase. He created a clear rubric and graded fair but hard. He was also willing to be flexible on dates and times to meet. He encourages people to talk in class. I am glad I took his course. He also makes good desserts. I think he should keep bringing personal examples into class and I like the way he's upfront about cheating. He has good slides and its good that he made teams so we can talk. Overall he's one of the best instructors I have had at Purdue and thats saying a lot considering he's a student. Most of them suck.

**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:** 55.00% (22 of 40)

-	More explanation of larger assignments - possibly more requirements because there may be too much freedom in choosing how to write papers.
-	Offer a little more information about the guest speakers or a website we could research to make the questions more geared toward their position/company instead of general HR questions.
-	Make the legal chapter more interesting
-	Only thing I would change are his slides. I think since he uses a Mac it jumbles some of the words when you open it up in PowerPoint so some things get cut off."
-	Give us a practice exam.
-	Wouldn't change a whole lot, what is being done is working very well.
-	I feel like this subject is pretty much common sense, however what makes this course difficult is to know all the definitions. I would target then assignments in the way that it would help a person understand the the concept. For example, I would assign a particular topic from each chapter and would ask a student to explain that.
-	none
-	To provide some past exams before exams.
-	n/A
-	Nothing! I enjoyed it all!
-	Do more case studies that involve the application of the readings.
-	Less homework, not all chapters are as interesting and some are just dry and boring and it is difficult to come up with a Q/R for them. So maybe allow students to choose which chapters they want to write about or ask about.
-	He done a great job on this course. The only thing he need is more experience. Highly recommend!
-	I think the only thing I would say is to watch time a little more carefully, so that we don't have to miss out any great HR material. That seems like something I wouldn't normally say as a student, but like I said before, I would've liked to get through chapter 16 as well. If Jared was teaching this class in the regular semester, I'm sure he'd do a great job and would get through all the chapters with ease.
-	exams are too hard!!!
-	As long as you remain as personable and approachable "as you are right now, you always do a great job."
-	I have no suggestions. Everything was great.
-	I honestly cannot think of any way for Jared to teach this course better. It was great!
-	The amount of work need to be readjusted. Too many papers for a four week calendar.
-	If he could express his grading criteria more clear and grade students more objectively, it would be great. When you still do not understand you got such low score after instructor's explanation, I think then it is the time to evaluate this instructor whether grading thing objectively or not.
-	His exams are too hard for a maymester. There is no way we could grasp the information that well in such a short space of time if he does not gave is more direction in what we should concentrate on. The last test was over 200 pages of the textbook and the MC questions were focused on only a line or two of each chapter. I would also like to be able to drink water during the exam. I can understand no hats and watches but no water is very hard.