



Course: 22S_MNGT425_2T: 22S_MNGT425_2T - HUMAN RESOURCE ANALYTICS
Instructor: Christopher Castille *
Response Rate: 21/23 (91.30 %)

1 - 1. The instructor's explanation of course requirements

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	12	57.14%													
Effective				(4)	5	23.81%													
Moderately Effective				(3)	4	19.05%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.38	0.80	5.00	488		4.56	0.77	5.00	1452		4.42	0.92	5.00	7642		4.41	0.94	5.00

2 - 2. The instructor's preparation for each class period

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	17	80.95%													
Effective				(4)	4	19.05%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.81	0.40	5.00	484		4.65	0.71	5.00	1432		4.50	0.87	5.00	7592		4.46	0.89	5.00

3 - 3. The instructor's command of the subject matter

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	12	57.14%		4.57		4.62		4.49		4.46					
Effective				(4)	9	42.86%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.57	0.51	5.00	483		4.62	0.73	5.00	1435		4.49	0.91	5.00	7577		4.46	0.91	5.00

4 - 4. The instructor's use of class time

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	12	57.14%		4.57		4.55		4.46		4.43					
Effective				(4)	9	42.86%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.57	0.51	5.00	485		4.55	0.80	5.00	1435		4.46	0.93	5.00	7563		4.43	0.94	5.00



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5 - 5. The instructor's way of summarizing or emphasizing important points in class

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	11	52.38%			4.38		4.51		4.35		4.33				
Effective				(4)	7	33.33%													
Moderately Effective				(3)	3	14.29%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.38	0.74	5.00	484		4.51	0.86	5.00	1434		4.35	1.01	5.00	7552		4.33	1.03	5.00

6 - 6. The instructor's ability to make clear and understandable presentations

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	11	52.38%													
Effective				(4)	5	23.81%													
Moderately Effective				(3)	5	23.81%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.29	0.85	5.00	484		4.52	0.81	5.00	1434		4.35	1.03	5.00	7542		4.34	1.03	5.00


7 - 7. The instructor's command of spoken English (or the language used in the course)

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	20	95.24%													
Effective				(4)	1	4.76%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.95	0.22	5.00	481		4.74	0.59	5.00	1428		4.65	0.72	5.00	7533		4.66	0.70	5.00

8 - 8. The instructor's use of examples or illustrations to clarify course material

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	14	66.67%		4.67		4.60		4.44		4.44					
Effective				(4)	7	33.33%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
								0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.67	0.48	5.00	482		4.60	0.70	5.00	1430		4.44	0.92	5.00	7531		4.44	0.92	5.00



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9 - 9. The instructor's use of challenging questions or problems

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	15	71.43%													
Effective				(4)	6	28.57%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.71	0.46	5.00	483		4.44	0.82	5.00	1430		4.34	0.97	5.00	7542		4.36	0.95	5.00

10 - 10. The instructor's enthusiasm for the course material

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses				Means								
Very Effective				(5)	16	76.19%					4.76		4.66		4.51		4.51		
Effective				(4)	5	23.81%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.76	0.44	5.00	483		4.66	0.69	5.00	1433		4.51	0.87	5.00	7545		4.51	0.87	5.00

11 - 11. The instructor's helpfulness and responsiveness to students

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	16	76.19%	<div><div></div></div>		<div><div>4.76</div><div>4.60</div><div>4.51</div><div>4.45</div></div>										
Effective				(4)	5	23.81%	<div><div></div></div>												
Moderately Effective				(3)	0	0.00%	<div><div></div></div>												
Somewhat Effective				(2)	0	0.00%	<div><div></div></div>												
Ineffective				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	Mean	STD	Median		
21/23 (91.30%)		4.76	0.44	5.00	482		4.60	0.78	5.00	1431		4.51	0.90	5.00	7540		4.45	0.96	5.00

12 - 12. The instructor's respect for students

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	17	80.95%	<div><div></div></div>		4.81		4.71		4.63		4.57				
Effective				(4)	4	19.05%	<div><div></div></div>												
Moderately Effective				(3)	0	0.00%	<div><div></div></div>												
Somewhat Effective				(2)	0	0.00%	<div><div></div></div>												
Ineffective				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
								0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.81	0.40	5.00	480		4.71	0.67	5.00	1427		4.63	0.74	5.00	7530		4.57	0.83	5.00



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13 - 13. The instructor's concern for student progress

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	17	80.95%													
Effective				(4)	4	19.05%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.81	0.40	5.00	482		4.61	0.78	5.00	1432		4.48	0.90	5.00	7539		4.45	0.94	5.00

14 - 14. The availability of extra help for this class (taking into account the size of the class)

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	14	66.67%			4.62		4.58		4.43		4.40				
Effective				(4)	6	28.57%													
Moderately Effective				(3)	1	4.76%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.62	0.59	5.00	482		4.58	0.80	5.00	1432		4.43	0.92	5.00	7538		4.40	0.95	5.00

15 - 15. The instructor's willingness to listen to student questions and opinions

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	13	61.90%			4.62		4.68		4.57		4.52				
Effective				(4)	8	38.10%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.62	0.50	5.00	483		4.68	0.69	5.00	1432		4.57	0.82	5.00	7531		4.52	0.87	5.00

16 - 16. The information given to students about how they would be graded

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	12	57.14%			4.52		4.56		4.47		4.41				
Effective				(4)	8	38.10%													
Moderately Effective				(3)	1	4.76%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.52	0.60	5.00	483		4.56	0.76	5.00	1428		4.47	0.87	5.00	6325		4.41	0.95	5.00



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17 - 17. The clarity of exam questions

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	8	38.10%													
Effective				(4)	9	42.86%													
Moderately Effective				(3)	3	14.29%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	1	4.76%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.25	0.72	4.00	482		4.37	0.88	5.00	1429		4.21	1.08	5.00	6329		4.21	1.09	5.00

18 - 18. The exams' coverage of important aspects of the course

Response Option				Weight	Frequency	Percent	Percent Responses	Means									
Very Effective				(5)	13	61.90%		4.62	4.52	4.39	4.34						
Effective				(4)	8	38.10%											
Moderately Effective				(3)	0	0.00%											
Somewhat Effective				(2)	0	0.00%											
Ineffective				(1)	0	0.00%											
Not Applicable				(0)	0	0.00%											
							02550100	Question		Department Mean		College Mean		University Mean			
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		
21/23 (91.30%)		4.62	0.50	5.00	483		4.52	0.78	5.00	1429		4.39	0.94	5.00	6325		

19 - 19. The instructor's comments on assignments and exams

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	16	76.19%													
Effective				(4)	5	23.81%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.76	0.44	5.00	483		4.48	0.83	5.00	1430		4.28	1.05	5.00	6333		4.24	1.08	5.00

20 - 20. The overall quality of the textbook(s)

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	7	33.33%		3.95	4.28	4.11	4.18								
Effective				(4)	7	33.33%													
Moderately Effective				(3)	4	19.05%													
Somewhat Effective				(2)	2	9.52%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	1	4.76%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		3.95	1.00	4.00	481		4.28	0.91	5.00	1426		4.11	1.08	4.00	6320		4.18	1.06	5.00



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21 - 21. The helpfulness of assignments in understanding course material

Christopher Castille

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	10	47.62%			4.48		4.46		4.33		4.31				
Effective				(4)	11	52.38%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.48	0.51	4.00	483		4.46	0.84	5.00	1432		4.33	1.01	5.00	7529		4.31	1.01	5.00


22 - 22. Problems or questions presented by the instructor for small group discussions

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	12	57.14%			4.57		4.47		4.30		4.26				
Effective				(4)	9	42.86%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.57	0.51	5.00	480		4.47	0.83	5.00	1423		4.30	0.98	5.00	6304		4.26	1.02	5.00

23 - 23. Term paper(s) or project(s)

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	10	47.62%			4.50		4.39		4.27		4.23				
Effective				(4)	10	47.62%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	1	4.76%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.50	0.51	4.50	480		4.39	0.81	5.00	1426		4.27	0.95	5.00	6298		4.23	1.02	5.00

24 - 24. Laboratory exercises for understanding important course concepts

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	6	28.57%			4.67		4.43		4.29		4.27				
Effective				(4)	3	14.29%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	12	57.14%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.67	0.50	5.00	479		4.43	0.80	5.00	1422		4.29	0.97	5.00	6294		4.27	1.02	5.00



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25 - 25. Assigned projects in which students work together

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	16	76.19%			4.67		4.46		4.30		4.22				
Effective				(4)	3	14.29%													
Moderately Effective				(3)	2	9.52%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.67	0.66	5.00	480		4.46	0.84	5.00	1423		4.30	1.01	5.00	6303		4.22	1.06	5.00

26 - 26. Case studies, simulations or role playing

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	15	71.43%			4.65		4.44		4.34		4.29				
Effective				(4)	4	19.05%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	1	4.76%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	1	4.76%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.65	0.75	5.00	479		4.44	0.88	5.00	1426		4.34	0.97	5.00	6299		4.29	1.00	5.00

27 - 27. Course journals or logs required of students

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Very Effective				(5)	4	19.05%	<div><div></div></div>		4.50		4.41		4.29		4.25				
Effective				(4)	4	19.05%	<div><div></div></div>												
Moderately Effective				(3)	0	0.00%	<div><div></div></div>												
Somewhat Effective				(2)	0	0.00%	<div><div></div></div>												
Ineffective				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	13	61.90%	<div><div></div></div>												
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.50	0.53	4.50	478		4.41	0.82	5.00	1421		4.29	0.99	5.00	6287		4.25	1.05	5.00

28 - 28. Instructor's use of computers as aids in instruction

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Very Effective				(5)	13	61.90%		4.65		4.51		4.40		4.33					
Effective				(4)	7	33.33%													
Moderately Effective				(3)	0	0.00%													
Somewhat Effective				(2)	0	0.00%													
Ineffective				(1)	0	0.00%													
Not Applicable				(0)	1	4.76%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.65	0.49	5.00	483		4.51	0.72	5.00	1427		4.40	0.90	5.00	6304		4.33	0.96	5.00



Course: 22S_MNGT425_2T: 22S_MNGT425_2T - HUMAN RESOURCE ANALYTICS
Instructor: Christopher Castille *
Response Rate: 21/23 (91.30 %)

29 - 29. My learning increased in this course

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Much More Than Most Courses				(5)	4	20.00%													
More Than Most Courses				(4)	10	50.00%													
About the Same as Others				(3)	6	30.00%													
Less Than Most Courses				(2)	0	0.00%													
Much Less Than Most Courses				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/23 (86.96%)		3.90	0.72	4.00	482		3.89	0.91	4.00	1429		3.74	1.02	4.00	6322		3.73	1.04	4.00

30 - 30. I made progress toward achieving course objectives

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Much More Than Most Courses				(5)	4	19.05%													
More Than Most Courses				(4)	8	38.10%													
About the Same as Others				(3)	9	42.86%													
Less Than Most Courses				(2)	0	0.00%													
Much Less Than Most Courses				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		3.76	0.77	4.00	482		3.83	0.89	4.00	1422		3.71	0.98	4.00	6308		3.69	1.01	4.00

31 - 31. My interest in the subject area increased

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Much More Than Most Courses				(5)	4	19.05%		3.86	3.78	3.56	3.59								
More Than Most Courses				(4)	10	47.62%													
About the Same as Others				(3)	7	33.33%													
Less Than Most Courses				(2)	0	0.00%													
Much Less Than Most Courses				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		3.86	0.73	4.00	484		3.78	0.98	4.00	1430		3.56	1.10	4.00	6315		3.59	1.13	4.00

32 - 32. This course helped me to think independently about the subject matter

Response Option				Weight	Frequency	Percent	Percent Responses	Means											
Much More Than Most Courses				(5)	6	28.57%		4.05	3.88	3.74	3.74								
More Than Most Courses				(4)	10	47.62%													
About the Same as Others				(3)	5	23.81%													
Less Than Most Courses				(2)	0	0.00%													
Much Less Than Most Courses				(1)	0	0.00%													
Not Applicable				(0)	0	0.00%													
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		4.05	0.74	4.00	482		3.88	0.92	4.00	1426		3.74	1.00	4.00	6314		3.74	1.02	4.00



Course: 22S_MNGT425_2T: 22S_MNGT425_2T - HUMAN RESOURCE ANALYTICS
Instructor: Christopher Castille *
Response Rate: 21/23 (91.30 %)

33 - 33. This course actively involved me in what I was learning

Response Option				Weight	Frequency	Percent	Percent Responses		Means									
Much More Than Most Courses				(5)	9	42.86%	<div><div></div></div>		<div><div>4.24</div><div>3.98</div><div>3.78</div><div>3.78</div></div>									
More Than Most Courses				(4)	8	38.10%	<div><div></div></div>											
About the Same as Others				(3)	4	19.05%	<div><div></div></div>											
Less Than Most Courses				(2)	0	0.00%	<div><div></div></div>											
Much Less Than Most Courses				(1)	0	0.00%	<div><div></div></div>											
Not Applicable				(0)	0	0.00%	<div><div></div></div>											
							0	25	50	100	Question		Department Mean		College Mean		University Mean	
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median	
21/23 (91.30%)		4.24	0.77	4.00	482		3.98	0.92	4.00	1425	3.78	1.01	4.00	6310	3.78	1.03	4.00	

34 - 34. I studied and put effort into this course

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Much More Than Most Courses				(5)	5	23.81%	<div><div></div></div>		<div><div>3.90</div><div>3.69</div><div>3.63</div><div>3.68</div></div>										
More Than Most Courses				(4)	9	42.86%	<div><div></div></div>												
About the Same as Others				(3)	7	33.33%	<div><div></div></div>												
Less Than Most Courses				(2)	0	0.00%	<div><div></div></div>												
Much Less Than Most Courses				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		3.90	0.77	4.00	483		3.69	0.88	4.00	1430		3.63	0.94	3.00	6317		3.68	0.98	4.00

35 - 35. I was prepared for each class [writing and reading assignments]

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Much More Than Most Courses				(5)	3	14.29%	<div><div></div></div>		<div><div></div><div></div><div></div><div></div></div>										
More Than Most Courses				(4)	8	38.10%	<div><div></div></div>												
About the Same as Others				(3)	10	47.62%	<div><div></div></div>												
Less Than Most Courses				(2)	0	0.00%	<div><div></div></div>												
Much Less Than Most Courses				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
21/23 (91.30%)		3.67	0.73	4.00	483		3.63	0.85	3.00	1429		3.57	0.88	3.00	6318		3.58	0.90	3.00

36 - 36. I was challenged by this course

Response Option				Weight	Frequency	Percent	Percent Responses		Means										
Much More Than Most Courses				(5)	4	20.00%	<div><div></div></div>		<div><div>4.00</div><div>3.61</div><div>3.64</div><div>3.70</div></div>										
More Than Most Courses				(4)	12	60.00%	<div><div></div></div>												
About the Same as Others				(3)	4	20.00%	<div><div></div></div>												
Less Than Most Courses				(2)	0	0.00%	<div><div></div></div>												
Much Less Than Most Courses				(1)	0	0.00%	<div><div></div></div>												
Not Applicable				(0)	0	0.00%	<div><div></div></div>												
							0	25	50	100	Question		Department Mean		College Mean		University Mean		
Response Rate		Mean	STD	Median	Department Mean		Mean	STD	Median	College Mean		Mean	STD	Median	University Mean		Mean	STD	Median
20/23 (86.96%)		4.00	0.65	4.00	482		3.61	0.88	4.00	1425		3.64	0.97	4.00	6306		3.70	1.00	4.00



Course: 22S_MNGT425_2T: 22S_MNGT425_2T - HUMAN RESOURCE ANALYTICS
Instructor: Christopher Castille *
Response Rate: 21/23 (91.30 %)

37 - 37. For my preparation and ability, the level of difficulty of this course was:

Response Option	Weight	Frequency	Percent	Percent Responses	Means										
Very Difficult	(5)	2	9.52%	<div><div></div></div>											
Somewhat Difficult	(4)	10	47.62%	<div><div></div></div>											
About Right	(3)	9	42.86%	<div><div></div></div>											
Somewhat Elementary	(2)	0	0.00%	<div><div></div></div>											
Very Elementary	(1)	0	0.00%	<div><div></div></div>											
					0	25	50	100	Question	Department Mean		College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
21/23 (91.30%)	3.67	0.66	4.00	481	3.37	0.63	3.00	1425	3.44	0.74	3.00	6304	3.46	0.77	3.00

38 - 38. The workload for this course in relation to other courses of equal credit was:

Response Option	Weight	Frequency	Percent	Percent Responses	Means										
Much Heavier	(5)	9	42.86%	<div><div></div></div>											
Heavier	(4)	11	52.38%	<div><div></div></div>											
About the Same	(3)	1	4.76%	<div><div></div></div>											
Lighter	(2)	0	0.00%	<div><div></div></div>											
Much Lighter	(1)	0	0.00%	<div><div></div></div>											
					0	25	50	100	Question	Department Mean		College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
21/23 (91.30%)	4.38	0.59	4.00	482	3.29	0.74	3.00	1429	3.17	0.80	3.00	6309	3.22	0.85	3.00

39 - 39. For me, the pace at which the instructor covered the material during the term was:

Response Option	Weight	Frequency	Percent	Percent Responses	Means										
Very Fast	(5)	1	4.76%	<div><div></div></div>											
Somewhat Fast	(4)	9	42.86%	<div><div></div></div>											
Just About Right	(3)	11	52.38%	<div><div></div></div>											
Somewhat Slow	(2)	0	0.00%	<div><div></div></div>											
Very Slow	(1)	0	0.00%	<div><div></div></div>											
					0	25	50	100	Question	Department Mean		College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
21/23 (91.30%)	3.52	0.60	3.00	480	3.18	0.52	3.00	1425	3.23	0.61	3.00	6308	3.28	0.64	3.00

40 - 40. Rate the quality of instruction in this course as it contributed to your learning. (Try to set aside your feelings about the course content.)

Christopher Castille

Response Option	Weight	Frequency	Percent	Percent Responses	Means										
Very Effective	(5)	10	47.62%	<div><div></div></div>											
Effective	(4)	9	42.86%	<div><div></div></div>											
Moderately Effective	(3)	2	9.52%	<div><div></div></div>											
Somewhat Effective	(2)	0	0.00%	<div><div></div></div>											
Ineffective	(1)	0	0.00%	<div><div></div></div>											
					0	25	50	100	Question	Department Mean		College Mean		University Mean	
Response Rate	Mean	STD	Median	Department Mean	Mean	STD	Median	College Mean	Mean	STD	Median	University Mean	Mean	STD	Median
21/23 (91.30%)	4.38	0.67	4.00	484	4.48	0.81	5.00	1430	4.33	0.98	5.00	7475	4.30	1.01	5.00



Course: 22S_MNGT425_2T: 22S_MNGT425_2T - HUMAN RESOURCE ANALYTICS
Instructor: Christopher Castille *
Response Rate: 21/23 (91.30 %)

41 - 41. Which of the following best describes this course for you?

Response Option	Weight	Frequency	Percent	Percent Responses	Means
A Major/Minor Requirement	(1)	18	85.71%	<div><div></div></div>	
A College Requirement	(2)	0	0.00%		
An Elective	(3)	3	14.29%	<div><div></div></div>	
Other	(4)	0	0.00%		
				0 25 50 100	
Response Rate					
21/23 (91.30%)					

42 - 42. What is your class level?

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Freshman/1st Year	(1)	0	0.00%		
Sophomore/2nd Year	(2)	0	0.00%		
Junior/3rd Year	(3)	3	14.29%	<div><div></div></div>	
Senior/4th Year	(4)	16	76.19%	<div><div></div></div>	
Graduate	(5)	2	9.52%	<div><div></div></div>	
Other	(6)	0	0.00%		
				0 25 50 100	
Response Rate					
21/23 (91.30%)					

43 - 43. Do you communicate better in English or in another language?

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Better in English	(1)	20	95.24%	<div><div></div></div>	
Better in another language	(2)	0	0.00%		
Equally well in English and another language	(3)	1	4.76%	<div><div></div></div>	
				0 25 50 100	
Response Rate					
21/23 (91.30%)					

44 - 44. Sex

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Female	(1)	14	66.67%	<div><div></div></div>	
Male	(2)	7	33.33%	<div><div></div></div>	
				0 25 50 100	
Response Rate					
21/23 (91.30%)					

45 - 45. What grade do you expect to receive in this course?

Response Option	Weight	Frequency	Percent	Percent Responses	Means
A	(1)	9	42.86%	<div><div></div></div>	
A-	(2)	4	19.05%	<div><div></div></div>	
B+	(3)	5	23.81%	<div><div></div></div>	
B	(4)	2	9.52%	<div><div></div></div>	
B-	(5)	1	4.76%	<div><div></div></div>	
C	(6)	0	0.00%		
Below C	(7)	0	0.00%		
				0 25 50 100	
Response Rate					
21/23 (91.30%)					



Course: 22S_MNGT425_2T: 22S_MNGT425_2T - HUMAN RESOURCE ANALYTICS
Instructor: Christopher Castille *
Response Rate: 21/23 (91.30 %)

46 - If you would like to make additional comments about the course or instruction, please provide the feedback. You might elaborate on the particular aspects you liked most as well as those you liked least. Also, how can the course or the way it was taught be improved?46. Please provide your feedback.

Christopher Castille

Response Rate 12/23 (52.17%)

- I loved the class. The active learning approach helped me understand all of the concepts. I also like how you didn't do multiple choice questions for exams if we were happy with our quiz grades. Your focus was our learning and if we understood what you were saying, which was great. Some things that were hard to do were all of the readings. I don't think you need to take them out because they were mostly interesting and informative. The ones with the math were a tad confusing lol. It was just hard to read 3 chapters within one week on top of everything else. I got it done, but I felt like I was just trying to get through them. Also, I think it made others skim over the chapter rather than fully understanding what the authors were presenting. I don't have a solution for this, but maybe you can think of something. Overall, I learned a lot from this class.
- Awesome Professor!! Cares a lot about his students and always wants to help out.
- I feel like the only significant negative of Dr. Castille and this course was the workload. I feel like it was simply just too much. Other than that, everything was very good.
- This is a great and effective class. The workload is really heavy but its worth it. Dr.Castille is a great teacher and person.
- He is a great teacher and is very enthusiastic towards the materials he teaches. The only downfall is that sometimes the workload of this class can become overwhelming. I would personally say that I had to put more effort into this class than BSAD 490. I would also say that sometimes the instructions that were given were confusing also and could have been worded better for us to understand.
- A lot of work, but overall, it has allowed me to learn at a quicker pace and not get stuck for as long on certain things.
- The course is VERY course heavy and a large workload. Personally wishing I would have taken other classes before taking this one to have a better understanding of certain topics and assignments that were asked of me. This course was harder than most for me and truly a struggle during certain sections.
- I enjoyed this class overall very much. One of my favorite things you did as an instructor is giving us the assignment prior to Tuesday's class to assess our understanding of the material and giving us the opportunity to learn main points of the content we would begin discussing in class. Sometimes it felt overwhelming, but having that understanding before made the lecture easy to follow. I learned a lot in this class, and the content covered is information that will be beneficial to me in my career. Definitely one of my favorite classes I have taken at Nicholls.
- Dr. Castille is different from all professors i have ever had. He is respectful of his students and their time. He is extremely prepared for class and educated on subject matter. He really gets excited to see us apply our knowledge in the real world. He pushes us to think outside of the box and achieve to be productive and successful. I will always remember his advice and his class.
- This course is very challenging, and could be improved by information provided being more directly to quiz questions, and therefore exams. Independent readings are difficult when trying to find the answers on own. But, the professor puts in great effort to explain and elaborate after independent work. He clarifies information and explains in concepts that are much easier to understand. Professor cares very much about students understandings, and more importantly about how we will use this information in our daily lives. i think every professor and course should care more about how we will utilize skills learned in the next step of our lives .
- Simulation + excels bring a lot of value to students (real-life situations)! I saved the worksheets since they are so great. In my view, Tableau & RStudio doesn't teach us much (a little less relevant) and confuses the class more than anything. I feel that you did a great job with the simulation and excels and should focus more on this; less material would allow students to understand it better. Shorter, less extensive readings would also allow us to better understand the content of what we read. Thank you for this great semester.
- Dr. Castille is such an intelligent professor. Always willing to help and very understanding.

Mean of Means Calculations	Mean	Department Mean	College Mean	University Mean
A. Course Organization and Planning	4.54	4.58	4.44	4.42
B. Communication	4.69	4.59	4.47	4.46
C. Faculty/Student Interaction	4.68	4.63	4.52	4.47
D. Assignments, Exams, and Grading	4.41	4.42	4.26	4.26
E. Instructional Methods and Materials	4.51	4.37	4.24	4.20
F. Course Outcomes	3.96	3.83	3.68	3.70