

# Organizational Behavior and Leadership Assessment Report Fall 2018

Author: Joseph F. van Gaalen, Ph.D., Asst. VP, Institutional Research, Assessment & Effectiveness

## 1 INTRODUCTION

---

Florida SouthWestern State College's Business Department gathers a multitude of data from various courses as assessment tools in support of the Florida Department of Education Curriculum Framework. The course included in assessment in this report is MAN 3120 *Organizational Behavior and Leadership*. The assessment outcomes are intended to provide a baseline and measurement of achievement moving forward as well as investigate the strength and performance of items in the exam. The assessment plan also provides comparisons between dual enrollment (concurrent) and non-dual enrollment students, online versus traditional students, and by site, where possible. Where data is sufficient, additional analyses are provided including distribution studies and longitudinal studies.

For additional detail or further analysis not provided in this report, please contact Dr. Joseph F. van Gaalen, Asst. Vice President, Institutional Research, Assessment & Effectiveness, Academic Affairs ([jfvanqaalen@fsw.edu](mailto:jfvanqaalen@fsw.edu); x16965).

## 2 MAN 3120

---

### 2.1 LEARNING OUTCOMES, OBJECTIVES, AND DESCRIPTIVE STATISTICS

The FSW Business recently began assessing MAN 3120 (in AY 2018-2019). The outcome which is the focus of this study is that students will be able to create a performance evaluation tool.

The objective for AY 2018-2019 is as follows:

- The measurement tool for this learning outcome is the Research Paper from the MAN 3120 Organizational Behavior and Leadership course. The benchmark of 70% of students will illustrate a proficiency of 70% or higher within this assessment during the 2018-2019 academic year.

During the fall 2018 semester, 70 artifacts were collected from 3 of 3 sections of MAN 3120. Descriptive statistics for achievement of outcomes are shown in Table 1. The goal that 70% of students will illustrate a proficiency of 70% or higher within this assessment was met with achievement at 93%.

<i>Outcomes</i>	<i>n</i>	<i>Mean</i>	<i>% Meets Expectations</i>
Overall score (max=10)	70	8.8	97%

Table 1. Student achievement level by outcome for MAN 3120.

## 2.2 EXPLORATORY ANALYSIS AND SIGNIFICANCE TESTING

Multiple comparisons of artifact scores across varying formats, campuses, and student types were made, where possible, in order to add depth to the causes of the distribution of the artifacts. Each course was divided into the appropriate subgroups to perform the analysis. In cases where a subgroup is not represented in the course comparisons were not conducted and are noted for comprehensiveness.

### 2.2.1 Dual Enrollment (Concurrent) to Non-Dual Enrollment Comparison

No dual enrollment (concurrent) sections of the course were run during fall 2018 so no comparison study between dual enrollment and non-dual enrollment could be completed.

### 2.2.2 Online to Traditional Comparison

All sections run during fall 2018 were online sections so no comparison between online and traditional artifacts could be completed.

### 2.2.3 Comparison by Campus/Site

Only one site offered the course in fall 2018 so no cross-site comparison could be completed.

## 2.3 LONGITUDINAL STUDY

Assessment analysis utilizing these rubric criteria began in fall 2018. A longitudinal study will begin with data collection following fall 2019.

# 3 CONCLUSIONS

---

FSW's Business Department gathers a multitude of data from various courses as assessment tools in support of the Florida Department of Education Curriculum Framework. The course included in assessment in this report is MAN 3120 *Organizational Behavior and Leadership*. The assessment outcomes are intended to provide a baseline and measurement of achievement moving forward.

## 3.1 MAN 3120

A drill-down of MAN 3120 results are as follows:

1. In a study of outcome achievement, "The measurement tool for this learning outcome is the Research Paper from the MAN 3120 Organizational Behavior and Leadership course. The benchmark of 70% of students will illustrate a proficiency of 70% or higher within this assessment during the 2018-2019 academic year." the goal that 70% of students will illustrate a proficiency of 70% or higher was met, with 97% achieving 70% or higher.
2. No dual enrollment (concurrent) sections of the course were run during fall 2018 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. All sections run during fall 2018 were online sections so no comparison between online and traditional artifacts could be completed.
4. Only one site offered the course in fall 2018 so no cross-site comparison could be completed.
5. Assessment analysis utilizing these rubric criteria began in fall 2018. A longitudinal study will begin with data collection following fall 2019.

## 4 REFERENCES

---

McDonald, J.H. 2009. *Handbook of Biological Statistics* (2nd ed.). Sparky House Publishing, Baltimore, Maryland.

Wilkinson, L. 1999. APA Task Force on Statistical Inference. *Statistical Methods in Psychology Journals: Guidelines and Explanations*. *American Psychologist* 54 (8), 594–604.