

Organizational Behavior and Leadership Assessment Report Fall 2020

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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, by modality, 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 (jfvangalen@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 2020-2021 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 2020-2021 academic year.

During the Fall 2020 semester, 67 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	55	172.8	93%

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 2020 so no comparison study between dual enrollment and non-dual enrollment could be completed.

2.2.2 Modality Comparison

During the Fall 2020 semester, 46 total asynchronous online artifacts were collected, along with 0 live online, 0 flex, 0 blended, and 9 traditional. A comparison of basic statistics is provided in Table 2. Traditional artifacts exhibit a higher mean score, although sample size is limited (n=9). A one-way analysis of variance would normally be used to compare means by modality, although sample size makes interpretations limited and so this was not completed.

	<i>Traditional</i>	<i>Async Online</i>	<i>Live Online</i>	<i>Flex</i>	<i>Blended</i>
n	9	46	~	~	~
Max	200	200	~	~	~
Min	146	30	~	~	~
Median	194	182	~	~	~
Mode	193	200	~	~	~
Mean	189.8	169.4	~	~	~
% Achieving Goal	100%	91%			
Standard deviation	16.60	35.53	~	~	~
Skewness	-2.87	-2.32	~	~	~
Kurtosis	8.46	5.79	~	~	~

Table 2. Comparison of mean scores for online and traditional artifacts.

2.2.3 Comparison by Campus/Site

Only one site other than online offered sections in fall 2020, so no cross-site comparison could be completed.

2.3 LONGITUDINAL STUDY

Assessment analysis utilizing these rubric criteria began in fall 2018. Because scoring changed beginning fall 2019, a longitudinal study will begin with data collection following spring 2021.

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 2020-2021 academic year.” the goal that 70% of students will illustrate a proficiency of 70% or higher was met, with 93% achieving 70% or higher.
2. No dual enrollment (concurrent) sections of the course were run during fall 2020 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. In a comparison by modality, during the Fall 2020 semester, 46 total asynchronous online artifacts were collected, along with 0 live online, 0 flex, 0 blended, and 9 traditional. Traditional artifacts exhibit a higher mean score, although sample size is limited (n=9).
4. In a comparison by site, only one site other than online offered sections in fall 2020, so no cross-site comparison could be completed.
5. Assessment analysis utilizing these rubric criteria began in fall 2018. Because scoring changed beginning fall 2019, a longitudinal study will begin with data collection following spring 2021.

4 REFERENCES

- Davis, J.C. 1973. *Statistics and Data Analysis in Geology*. John Wiley & Sons, New York, New York, 564 pp.
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- Wilkinson, L. 1999. APA Task Force on Statistical Inference. *Statistical Methods in Psychology Journals: Guidelines and Explanations*. *American Psychologist* 54 (8), 594–604.