

Organizational Behavior and Leadership Assessment Report Spring 2022

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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 (jfvangaaalen@fsw.edu; x16965).

2 MAN 3120

2.1 LEARNING OUTCOMES, OBJECTIVES, AND DESCRIPTIVE STATISTICS

The FSW Business Department began assessing MAN 3120 in AY 2018-2019, revising with an entirely new pilot beginning fall 2021. The focus of the study is to address the following learning outcomes:

- CLO1: Discuss the importance of organizational behavior in the workplace including theories and principles.
- CLO2: Identify individual differences and emotions that influence workplace motivation and performance.
- CLO3: Describe the value of positivity, power, influence, and politics in a workplace setting.
- CLO4: Compare and contrast the processes of decision-making in formal and informal group settings.
- CLO5: Analyze the various dimensions of communication to include gender, generations, and the digital age.
- CLO6: Describe organizational processes of socialization, design, innovation, change, and stress management.
- CLO7: Prepare and/or present accurate, authoritatively cited research related to the study of Organizational Behavior, following APA 7 ed. guidelines.

The objective for AY 2021-2022 is as follows:

- The measurement tool for this learning outcome is the 6.15 Research Application 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 2021-2022 academic year.

During the Spring 2022 semester, 59 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 97%. A description of achievement by rubric dimension is shown in Figure 1.

	<i>Quality</i>	<i>APA, Grammar, and Writing</i>	<i>Support</i>	<i>Accuracy</i>	<i>Overall</i>
Level 3 (Excellent or Accurate)	58%	19%	52%	83%	~
Level 2 (Benchmark, Good, or Minimal)	41%	71%	43%	16%	~
Level 1 (Limited)	2%	10%	5%	2%	~
% Achieving 70% or Higher	~	~	~	~	97%

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

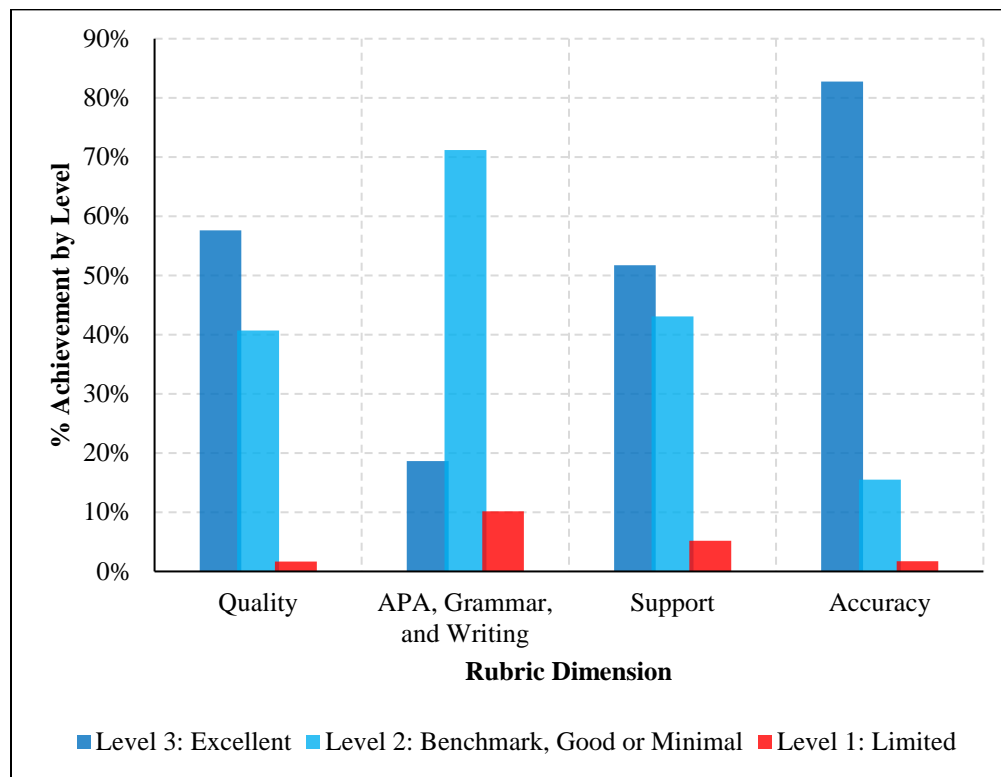


Figure 1. Achievement percentage for each rubric dimension.

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 spring 2022 so no comparison study between dual enrollment and non-dual enrollment could be completed.

2.2.2 Modality Comparison

All sections of the course were run as asynchronous online sections so no comparison by modality could be completed.

2.2.3 Comparison by Campus/Site

Sections were only offered as asynchronous online, so no cross-site comparison could be completed.

2.3 LONGITUDINAL STUDY

Assessment analysis utilizing these rubric criteria began in fall 2021. A longitudinal study will begin with data collection following fall 2022.

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. During the Fall 2021 semester, 36 artifacts were collected from 2 of 2 sections of MAN 3120. The goal that 70% of students will illustrate a proficiency of 70% or higher within this assessment was met with achievement at 97%.
2. No dual enrollment (concurrent) sections of the course were run during spring 2022 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. Both sections of the course were run as asynchronous online sections so no comparison by modality could be completed.
4. Sections were only offered as asynchronous online, so no cross-site comparison could be completed.
5. Assessment analysis utilizing these rubric criteria began in fall 2021. A longitudinal study will begin with data collection following fall 2022.

4 REFERENCES

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