

Organizational Behavior and Leadership Assessment Report Spring 2021

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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 Spring 2021 semester, 24 artifacts were collected from 2 of 2 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 96%.

<i>Outcomes</i>	<i>n</i>	<i>Mean</i>	<i>% Meets Expectations</i>
Overall score	24	184.3	96%

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 spring 2021 so no comparison study between dual enrollment and non-dual enrollment could be completed.

2.2.2 Modality Comparison

Only one modality was utilized during the Spring 2021 term, so no modality comparison could be completed.

2.2.3 Comparison by Campus/Site

No traditional sites were utilized during spring 2021, so no cross-site comparison could be completed.

2.3 LONGITUDINAL STUDY

Description of achievement over time is shown in Table 1. Note that comparison from fall terms to spring terms is less useful as assessment reports across multiple course level and program level assessments at Florida SouthWestern State College typically exhibit substantial differences from fall to spring term and are better interpreted from fall-to-fall and spring-to-spring (see <http://www.fsw.edu/facultystaff/assessment/history> for further details). Of the two terms in the study, Spring 2021 achievement ranks 1st.

	<i>n</i>	<i>Mean</i>	<i>% Meets Expectations</i>
<i>Fall 2020</i>	55	172.8	93%
<i>Spring 2021</i>	24	184.3	96%

Table 2. Comparison of assessment scores over time.

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 96% achieving 70% or higher.

2. No dual enrollment (concurrent) sections of the course were run during spring 2021 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. Only one modality was utilized during the Spring 2021 term, so no modality comparison could be completed.
4. No traditional sites were utilized during spring 2021, so no cross-site comparison could be completed.
5. In a longitudinal study, of the two terms in the study, Spring 2021 achievement ranks 1st.

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.