

BSM AY 2015-2016 Assessment

Phase 1: Assessment Plan

Learning Outcome assessed:

BSM Learning Outcome 7: Organizational Behavior and Theory

Develop and leverage human and social capital in organizations.

Assessment Method:

Comprehensive Business Exam (CBE 4.2) given to first year students and graduating students

Targeted performance, based on rubrics:

75% of exam questions should be answered correctly.

Evaluation Process:

Comprehensive Business Exam results are scored and binned by question topics provided to us by Pitsco Education. The Comprehensive Business ExamSM was developed as a joint venture of Future Business Leaders of America-Phi Beta Lambda, Inc., Pitsco, Inc., and Technological Fluency Institute, Inc.

Course where learning outcome was assessed:

Exam administered in BSM 303 (start of core in program) and in BSM 309 (end of core in program).

A sample of 40 first-year students were tested in spring 2016 and a sample of 46 students completing the program were tested in summer 2016.

Evaluator(s):

Peggy Takahashi and Mark Cannice

Phase 2: Results Assessment and Planned Action**Results:**

PRE-TEST

| | |
|---|---------------|
| Management Overall Percentage of Correct Answers | 52.33% |
| 1) Select the appropriate management action in a business scenario involving employee supervision/evaluation. | 49.17% |
| 2) Demonstrate an understanding of management and leadership and their differences. | 56.67% |
| 3) Describe and explain the manner in which all of the functional areas in business operate, emphasizing business management. | 50.00% |
| 4) Demonstrate an understanding of the other managers and the human resource management process. | 52.50% |

POST TEST

| | |
|---|---------------|
| Management Overall Percentage of Correct Answers | 60.14% |
| 1) Select the appropriate management action in a business scenario involving employee supervision/evaluation. | 58.70% |
| 2) Demonstrate an understanding of management and leadership and their differences. | 58.70% |
| 3) Describe and explain the manner in which all of the functional areas in business operate, emphasizing business management. | 65.22% |
| 4) Demonstrate an understanding of the other managers and the human resource management process. | 56.52% |

What did we learn about student learning?

Students did not meet that target of 75%, however, there were improved scores in all areas for this LO upon completion of the program.

Suggested Action:

The curriculum needs to place additional focus on 2) Demonstrate an understanding of management and leadership and their differences. We recommend incorporating more local leaders into the classroom to help students gain additional perspective.

Phase 3: Closing the Loop

In the year that the assessment is made, this is good place to describe how the suggested actions might be evaluated in a future assessment cycle. When that cycle is complete, the results can be added to this document to finalize the report.

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