

## Eastern West Virginia Community and Technical College COURSE ASSESSMENT REPORT

<b>Course Title and Number:</b> <b>Organizational Behavior BUS 208</b>	<b>Academic Term and Year of Assessment Activity</b> <b>Spring 2009</b>
<b>Report Submitted By:</b> <b>Seyed Mirkhani</b>	<b>Course Delivery Format (list all modalities used in sections assessed. Ex: web based, VDL, traditional section, hybrid course, etc.):</b> <b>Face-to Face</b>
<b>Date Report Submitted: August 3, 2009</b>	<b>Number of Students Assessed: 6</b>
<b>Faculty Participants</b> <b>Full-time Faculty:</b> <b>Adjunct Faculty: Donald Markl</b>	<b>Number of Sections Included: 1</b>

<b>Course Role in the Curriculum</b>
<b>Provide a description of the role the course serves in the curriculum (i.e. general education requirement, program technical core, restricted elective, etc.). Note all as appropriate.</b>
<b>Business Elective / Area of Emphasis: General</b>

<b>Assessment Methods</b>
<b>Provide a description of the assessment process used. Include description of instrument and performance standards in description. Note all methods.</b>
<b>Four questions were included on the final exam covering four of the course outcomes. The minimum performance standard is set at 80%. In the event that the minimum performance standard is not met, the unmet outcome will be targeted for further monitoring.</b>

<b>Assessment Results</b>
<b>Provide a summary of results including tables/charts. Incorporate information from previous assessments as appropriate. Append additional pages if necessary. If appending, include notation in box to "See attached".</b>

<b>Course Level Assessment Summary of Outcomes, Indicators and Results</b> <b>Course Title and Number <span style="color: blue;">Organizational Behavior BUS 208</span></b> <b>Number of students in assessment sample = 6</b> <b>Number of Sections in Assessment = 1</b> <b>Add additional rows to table if necessary</b>				
<b>Learning Outcomes</b> <b>(Insert learning outcomes assessed during this cycle)</b>	<b>Indicator</b> <b>(Insert indicators used for each outcome: exam question, scoring rubric, etc. Be specific)</b>	<b>Percent of Correct Responses</b>	<b>Percent of Incorrect Responses</b>	<b>Performance Standard Met (80%)* (yes or no)</b>
Outcome 1: 1. Discuss personality	<span style="color: blue;">A model used to measure personality is called the:</span> <span style="color: blue;">a. self inventory model</span> <span style="color: blue;">b. Seven factor model</span> <span style="color: blue;">c. Observation model</span> <span style="color: blue;">d. Five factor model</span> Answer: d. 4 out of 6 correct	67%	33%	No
Outcome 2: 2. Discuss and define the foundations of individual behavior	<span style="color: blue;">A person's values are developed from the _____ he/she works or live in.</span> <span style="color: blue;">a. self inventory model</span> <span style="color: blue;">b. Seven factor model</span> <span style="color: blue;">c. observation model</span> <span style="color: blue;">d. cultural setting</span> Answer: d. 4 out of 6 correct	67%	33%	No
Outcome 3: Describe Organizational behavior	<span style="color: blue;">A field of study that investigates the managing of people at work within in an organization is known as:</span> <span style="color: blue;">a. quality assurance behaviors</span> <span style="color: blue;">b. investigative behaviors</span> <span style="color: blue;">c. organizational behavior</span> <span style="color: blue;">d. managerial behaviors</span> Answer: c. 5 out of 6 correct	83%	17%	Yes
Outcome 4: 3. Discuss Job satisfaction assessments	<span style="color: blue;">The study involved in the illumination and its effect on productivity is the _____ study</span> <span style="color: blue;">a. Ford</span> <span style="color: blue;">b. Hawthorne</span> <span style="color: blue;">c. Jung</span> <span style="color: blue;">d. Heavrin</span> Answer: b. 5 out of 6 correct	83%	17%	Yes

\* Please note if using a different minimum performance standard.

<b>Conclusions and Action Plan</b>
<p><b>Provide a brief summary of conclusions derived based on analysis of data. Identify action plan for improvement or maintaining current performance levels. Append additional pages if necessary. If appending, include notation in box to “See attached”.</b></p>
<p><b>This course will be offered in the future as an online course. More emphasis will be placed on the model used to measure personality and cultural setting.</b></p> <p><b>Considering that only six students participated in this assessment, no changes will be made. However, the unmet outcomes will be included in the future course assessment.</b></p>

<b>Effective Date for Changes or Curriculum Proposal Submission to LOT (if recommended)</b>	<b>Proposed Date for Reassessment</b>
<b>N/A</b>	<b>Spring 2010</b>

<b>Assessment Committee Approval (To be posted by Assessment Committee Chair)</b>	<b>LOT Review (To be posted by Assessment Committee Chair)</b>
<b>Date: 9/14/09</b>	<b>Date: 9/21/09</b>

**Eastern WV Community & Technical College  
Master Course Record Form Template**

<b>Course Prefix and Number:</b> BUS 208
<b>Course Title:</b> Organizational Behavior
<b>Recommended Transcript Title</b> (if over 40 characters)
<b>Date Approved/Revised</b>
<b>Credit Hours:</b> 3 <b>Contact hours per week (Based on 15 week term):</b>
<b>Prerequisite:</b> <b>Corequisite:</b> <b>Pre/Corequisite:</b>
<b>Grading Mode:</b> Letter grade
<b>Catalog Description:</b> Presents a behaviorally oriented course combining the functions of management with the psychology of leading and managing people. Focuses on the effective use of human resources through understanding human motivation and behavior pattern. Conflict management and resolution, group functioning and process, the physiology of decision making, and the importance of recognizing and managing change.
<b>Course Outcomes:</b> <ul style="list-style-type: none"> <li>• Discuss Organizational behavior</li> <li>• Describe manager’s responsibilities</li> <li>• Discuss and define the foundations of individual behavior</li> <li>• Discuss abilities</li> <li>• Discuss theories of learning</li> <li>• Develop critical thinking skills</li> <li>• Discuss values</li> <li>• Discuss attitudes</li> <li>• Describe Job satisfaction assessments</li> <li>• Discuss personality</li> <li>• Discuss emotions</li> <li>• Discuss perception</li> <li>• Define the link between perception and individual decision making</li> <li>• Describe ethics in decision making</li> <li>• Discuss and define basic motivation concepts</li> <li>• Discover various motivational theories</li> <li>• Discuss and use motivational concepts in application to our daily happenings</li> <li>• Discuss foundations of group behaviors</li> <li>• Describe group decision making</li> <li>• Discuss teams and the working mechanisms of their success or failures</li> <li>• Describe communications processes</li> <li>• Discuss basic leadership skills</li> <li>• Discuss and investigate contemporary issues in leadership</li> <li>• Discuss Power and politics and its influence on the organization and its people</li> <li>• Discuss the views of conflict and negotiation</li> <li>• Identify and discuss the foundations of the organizational structure</li> <li>• Discuss, debate and define organizational cultures</li> <li>• Discuss Human Resources policies and practices</li> </ul>

<ul style="list-style-type: none"><li>• Discuss organizational change and the stress that it delivers</li></ul>
<b>Implementation Cycle: Spring</b>
<b>Role in College Curriculum: (Check all that apply)</b> <input type="checkbox"/> <b>General Education Core (Specify category)</b> <input type="checkbox"/> <b>Technical Core</b> <input checked="" type="checkbox"/> <b>Restricted Elective (Business Management General)</b> <input type="checkbox"/> <b>General Elective</b>
<b>Course Fee: None</b>
<b>Instructor's Qualifications:</b> Master's Degree with 18 graduate level business credits
<b>Expanded Course Description:</b> Covers the impact that individuals, groups, and structure have on behavior within organizations.

Prepared by:

\_\_\_\_\_  
Signature, Title

\_\_\_\_\_  
Date

Approved by:

\_\_\_\_\_  
Dean, Academic Services

\_\_\_\_\_  
Date