

## MASTER OF ARTS IN ORGANIZATIONAL MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS 2019-2020 ACADEMIC YEAR

2019– 2020 CURRICULUM MAP						
	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5	PLO 6
	Evaluate the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.	Analyze common behavioral factors that are present in organizations.	Analyze the factors that shape the legal environment of an organization.	Develop processes and policies to manage human capital in organizations.	Evaluate the importance of ethics and corporate social responsibility.	Develop a framework of analysis for strategic planning
BUS 600: Management Communications with Technology Tools	ı	ı	I			
MGT 601: The Functions of Modern Management	R	R		ı	ı	ı
BUS 610: Organizational Behavior		R				
BUS 670: Legal Environment			М		R	
OMM 615: Strategies: Marketing/Advertising/Public Relations				R		R
OMM 618: Human Resources Management	R		R	М		
OMM 622: Financial Decision Making				R		R
OMM 640: Business Ethics and Social Responsibility					М	
OMM 612: Managing and Social Change		R		R		

## Office of Learning Assessment and Program Review



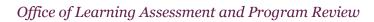
BUS 644: Operations Management	R			R
OMM 692: Organizational Management Strategy	М	М	M	м

I (INTRODUCED) R (REINFORCED) M (MASTERED)



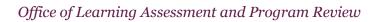
## **ANNUAL ASSESSMENT PLAN FINDINGS**

PLO 1 - Evaluate the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.



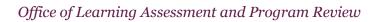


Direct Measure 1: CPC Comprehensive Exam – Management Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	282	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on the Management section of the Common Professional Component comprehensive exam.	2. MEETS THE ACCEPTABLE TARGET
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	273	282	273 out of 282 (96.81%) Masters of Arts in Organizational Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET





Direct Measure 3: BUS 600 Research Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	4701	5598	4701 out of 5598 (83.98%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Introduced level.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 4: MGT 601 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1205	1383	1205 out of 1383 (87.13%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Introduced level.	1. EXCEEDS THE ACCEPTABLE TARGET

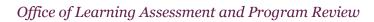




Indirect Measure 1: End of Program Survey PLO1	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be:  • I effectively evaluated the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.	319	328	97.26% of MA Organizational Management students upon completion of the program during the 2019-20 assessment cycle indicated that they agreed or strongly agreed that they effectively evaluated the role of management practice in organizations and the managerial processes to effectively implement an organizational communication plan.	1. EXCEEDS THE ACCEPTABLE TARGET
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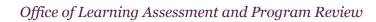


PLO 2 - Analyze comm	on behavioral factors that are present in or	ganizations.			
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS:  PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS:  1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Business Ethics Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.	N/A	282	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on the Business Ethics	2. MEETS THE ACCEPTABLE TARGET





				section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	273	282	273 out of 282 (96.81%) Masters of Arts in Organizational Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 610 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3099	3404	3099 out of 3404 (91.04%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Reinforced level.	1. EXCEEDS THE ACCEPTABLE TARGET





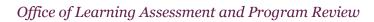
Indirect Measure 1:	70% or more of students exiting the program	327	334	97.90% of MA	1. EXCEEDS THE
End of Program Survey	will express satisfaction on the End of			Organizational	ACCEPTABLE
PLO2	Program Survey by indicating either "Agree"			Management	TARGET
	or "Strongly Agree." The item used will be:			students upon	
	I effectively analyzed common behavioral			completion of the	
	factors that are present in organizations.			program during the	
				2019-20	
				assessment cycle	
				indicated that they	
				agreed or strongly	
				agreed that they	
				effectively analyzed	
				common	
				behavioral factors	
				that are present in	
				organizations.	



PLO 3 - Analyze the fa	ctors that shape the legal environment of ar	n organization.			
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS:  PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS:  1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Legal Environment of Business Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Legal Environment of Business section of the CPC comprehensive exam when compared to other competitive programs.	N/A	282	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on	2. MEETS THE ACCEPTABLE TARGET



				the Legal Environment of Business section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	273	282	273 out of 282 (96.81%) Masters of Arts in Organizational Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 670 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2712	3205	2712 out of 3205 (84.62%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this	1. EXCEEDS THE ACCEPTABLE TARGET

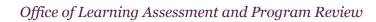




				PLO at the	
				Mastered level.	
Indirect Measure 1: End of Program Survey PLO3	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be:  • I effectively analyzed the factors that shape the legal environment of an organization.	322	335	96.12% of MA Organizational Management students upon completion of the program during the 2019-20 assessment cycle indicated that they agreed or strongly agreed that they effectively analyzed the	1. EXCEEDS THE ACCEPTABLE TARGET
				factors that shape the legal	
				environment of an organization.	

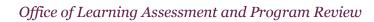


PLO 4 - Develop proce	sses and policies to manage human capital i	n organizations.			
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS:  PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Business Leadership Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Leadership section of the CPC comprehensive exam when compared to other competitive programs.	N/A	282	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on the Business Leadership section of the Common Professional	2. MEETS THE ACCEPTABLE TARGET





				Component comprehensive exam	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	273	282	273 out of 282 (96.81%) Masters of Arts in Organizational Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: OMM618 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	2664	3058	2664 out of 3058 (87.12%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	1. EXCEEDS THE ACCEPTABLE TARGET





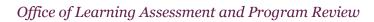
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Indirect Measure 1:	70% or more of students exiting the program	320	336	95.24% of MA	1. EXCEEDS THE
End of Program Survey	will express satisfaction on the End of			Organizational	ACCEPTABLE TARGET
PLO4	Program Survey by indicating either "Agree"			Management	
	or "Strongly Agree." The item used will be:			students upon	
	I effectively developed processes and			completion of the	
	policies to manage human capital in			program during	
	organizations.			the 2019-20	
				assessment cycle	
				indicated that they	
				agreed or strongly	
				agreed that they	
				effectively	
				developed	
				processes and	
				policies to manage	
				human capital in	
				organizations.	



PLO 5 - Evaluate the in	nportance of ethics and corporate social re	sponsibility.			
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS:  PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS:  1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA



Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.	N/A	282	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on the Business Ethics section of the Common Professional Component comprehensive	2. MEETS THE ACCEPTABLE TARGET
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	273	282	exam.  273 out of 282 (96.81%) Masters of Arts in Organizational Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET





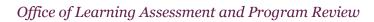
Direct Measure 3: OMM640 Final Project	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	439	557	439 out of 557 (78.82%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria mapped to this PLO at the Mastered level.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: End of Program Survey PLO5	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be:  • I effectively evaluated the importance of ethics and corporate social responsibility.	322	327	98.47% of Master of Organizational Management students upon completion of the program during the 2019-20 assessment cycle indicated that they effectively evaluated the importance of ethics and corporate social responsibility.	1. EXCEEDS THE ACCEPTABLE TARGET



PLO 6 - Develop a fran	PLO 6 - Develop a framework of analysis for strategic planning.						
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS:  PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS:  1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA		
Direct Measure 1: CPC Comprehensive Exam - Business Integration and Strategic Management Section	MA Organizational Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Leadership section of the CPC comprehensive exam when compared to other competitive programs.	N/A	282	On average MA Organizational Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool and above the average of the Traditional Aggregate Pool on	2. MEETS THE ACCEPTABLE TARGET		



				the Business Integration and Strategic Management section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of MA Organizational Management students must score 400 or higher on the CPC comprehensive exam.	273	282	273 out of 282 (96.81%) Masters of Arts in Organizational Management students from July 1, 2019 to June 30, 2020 scored 400 or higher on the CPC comprehensive exam.	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: OMM615 Final Paper	70% of Masters in Organizational Management students must receive a proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	3512	4307	3512 out of 4307 (81.54%) of records evaluated indicate proficient or distinguished performance on this key assignment's content criteria	1. EXCEEDS THE ACCEPTABLE TARGET





				mapped to this PLO at the Reinforced level.	
Indirect Measure 1: End of Program Survey PLO6	70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either "Agree" or "Strongly Agree." The item used will be:  • I effectively developed a framework of analysis for strategic planning.	316	327	96.64% of MA Organizational Management students upon completion of the program during the 2019-20 assessment cycle indicated that they agreed or strongly agreed that they effectively developed a framework of analysis for strategic planning.	1. EXCEEDS THE ACCEPTABLE TARGET



## **OVERALL RECOMMENDATIONS**

Given the numerous changes that occurred during the 2019-20 academic year, program leads and faculty will monitor the 2019-20 data in conjunction with the 2020-21 academic year data.