

BBA Annual Learning Results Summary 2021

The following table summarizes the assessment of PLOs for the BBA program for assessment cycle 2021. This process is conducted regularly as part of the annual learning results assessments, which measure two or three PLOs for each program each year. This summary report is to be submitted to the EEC upon its completion.

Program	Bachelor of Business Administration
Assessment Period	SU I, 2020 to SP II, 2021
Program Learning Outcomes (PLOs)	<p>PLO 2: Integrate biblical concepts and principles in the management decision-making process.</p> <p>PLO 5: Demonstrate the technical skills and competencies required to effectively manage the functional areas of global business operations.</p>
Closing the loop (from the last time these same PLOs were assessed)	<p>N/A</p> <p>This is the first time these PLOs are assessed</p>
Standards of Success	<p>PLO 2: Aggregate student scores equal to 80% for Part 3 of the Shared Organization Vision/Organizational Development Plan assignment for BUSN 460 as measured by the artifact assessment rubric.</p> <p>PLO 5: Aggregate student scores equal to 80% for Part 1 of the Supply Chain Implementation Plan/Value Chain Analysis Assignment for SCHM 300 as measured by the artifact assessment rubric.</p>
Evidence	<p>PLO 2: Part 3 of the Shared Organization Vision/Organizational Development Plan assignment for BUSN 460; Sample size - a sample of 17/19 artifacts</p> <p>PLO 5: Part 1 of the Supply Chain Implementation Plan/Value Chain Analysis Assignment for SCHM 300; Sample size - a sample of 11/12 artifacts</p>
Assessment Tool	PLOs 2 and 5: Direct assessment rubric for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.
Assessors	<p>Dr. Lisa Phillips, Assistant Dean (tiebreaker)</p> <p>Dr. Bradly Roh, Adjunct Instructor</p> <p>Dr. Dina Samora, Adjunct Instructor</p>
Results	<p>PLO 2: Integrate biblical concepts and principles in the management decision-making process.</p> <p>Based on the results, the PLO was not met. Only 53% of students were able to integrate biblical concepts and principles in the management and decision-making process.</p> <p>PLO 5:</p>

	<p>Demonstrate the technical skills and competencies required to effectively manage the functional areas of global business operations.</p> <p>Based on the results, the PLO was not met. Only 36% of students demonstrated the technical skills and competencies to manage the functional areas of global business operations effectively.</p>
Discussion of Results	<p>PLO 2: The assignment includes a step-by-step guide for developing the shared vision and multiple bible references for each step to assist students with the integration of a Christian worldview. However, students were unable to provide a fully developed shared organizational vision based on Christian principles.</p> <p>PLO 5: Only a small percentage of students analyzed all of the relevant aspects of the supply chain as outlined in the case study. Thirty-six percent of students were able to evaluate three components (1) the firm's activities for value creation, (2) financial risk, and (3) logistic models for supply chain optimization. The failed artifacts were primarily due to missing content and incomplete analysis of one or more of the components.</p>
Proposed Changes	<p>PLO 2: Students are required to develop a shared organizational vision and communication plan. A scholarly article that explains the process for developing a shared organizational vision and an example will be added to the assignment resources. The document was submitted and added to the course by the E-learning team on March 30, 2022.</p> <p>PLO 5: Add a sample of a fully developed value chain analysis. A request was submitted to E-Learning and the document was added to the course on March 31, 2022.</p>
Rationale for Proposed Changes	<p>PLO 2: The sample shared organizational development plan will provide students with an example to follow and use as an outline for developing a similar plan for their chosen organization.</p> <p>PLO 5: An example of the final outcome will help students visualize the end goal for the assignment.</p>
Financial Resources Required	N/A
Annual Learning Report for (program) Approved	May 11, 2022
Follow Up (Closing the Loop for PLOs assessed in previous assessment cycle)	<p>PLO 1: Apply management theory and principles in culturally diverse, global business contexts.</p> <p>Proposed changes: Align assignment instructions and grading rubric.</p> <p>MGT 480 has undergone a major revision to address assignment instructions and rubric alignment; the revised course launched Summer 1, 2019. The PLO map was revised as a part of the program change from BAM to BBA.</p>



PLO 2: Integrate biblical concepts and principles in the management, decision-making process.

Proposed changes: Align assignment instructions and grading rubric.

MGT 460 has undergone a major revision to address assignment instructions and rubric alignment; revised course launched Spring 2, 2019. The PLO map was revised as a part of the program change from BAM to BBA.