

AOL Report IMBA Program Assesement

The IMBA program trains corporate talents from various companies. The purpose of IMBA is training from students to general leaders who are creative and innovative. The IMBA is a world class MBA and satisfies both needs of every companies and global standards.

- Total Course: 15
- Number of Graduate: 14 (Graduation at February 2016)
- Total Enrollment: 14
- Sample: 5~14 (20% of Graduate 14 = 2.8)
- Assessment Course:

| | | |
|-----------------|-------------------|---|
| Learning Goal 1 | L11 L12 | IMB 531 Supply Chain Management |
| Learning Goal 2 | L21 L22 | IMB 510 Leadership in Organizations |
| Learning Goal 3 | L31 L32 | IMB 531 Supply Chain Management OPI level test |
| Learning Goal 4 | L41 L42 | IMB 511 Global Strategic Management |
| Learning Goal 5 | L51 L52 L53 | IMB 997 Capstone Project Study |

Overview of assessment

| IMBA Program Assessment: Learning Goal 1 | | |
|--|------------------------------------|--|
| Learning Goal: Our graduates will be effective communicators. | | |
| Learning Objective | Sample | Methods |
| (L11) Our students will produce professional business documents. (L12) Our students will deliver effective presentation accompanied with proper media technology. | Students enrolled in IMB 531 (N=5) | - Term paper evaluation - Class Presentation Evaluation |
| Finding - The average scores for L11 and L12 are 2.65 and 2.63 * 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceed Expectations) - L11 and L12 meet expectations successfully. | | |

| IMBA Program Assessment: Learning Goal 2 | | |
|--|-------------------------------------|--------------------------|
| Learning Goal: Our graduates will use team building and high-performance management behaviors to lead a team task successfully. | | |
| Learning Objective | Sample | Methods |
| (L21) Our students will have high-performance leadership skill. (L22) Our students will know how to build a team successfully. | Students enrolled in IMB 510 (N=14) | - Course-embedded Survey |
| Finding - The average scores for L21 and L22 are 2.51 and 2.57 * 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceed Expectations) - L21 and L22 meet expectations successfully. | | |

| IMBA Program Assessment: Learning Goal 3 | | |
|--|--|--|
| Learning Goal: Our graduates will have a global perspective. | | |
| Learning Objective | Sample | Methods |
| (L31) Our students will understand global business issues and relate current issues to emerging business opportunities. (L32) Our students will have command of business English or other language of major global market. | Students enrolled in IMB 531 (N=5) OPI level test | - Assignment Evaluation - OPI level test (English speaking Capability test) |
| <p>Finding</p> <ul style="list-style-type: none"> - The average score for L31 is 2.7 * 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceed Expectations) - L31 meets expectations successfully. - All IMBA students should pass OPI level test (Official business English speaking capability test). | | |

| IMBA Program Assessment: Learning Goal 4 | | |
|--|-------------------------------------|--------------------------|
| Learning Goal: Our graduates will understand the gravity of ethical behavior and corporate social responsibility. | | |
| Learning Objective | Sample | Methods |
| (L41) Our students will identify ethical and social dilemma and be able to recognize and evaluate alternative courses of action. (L42) Our students will know the professional code of conduct within their discipline. | Students enrolled in IMB 511 (N=14) | - Course-embedded survey |
| <p>Finding</p> <ul style="list-style-type: none"> - The average scores for L41 and L42 are 2.7 and 2.71 * 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceed Expectations) - L41 and L42 meet expectations successfully. | | |

IMBA Program Assessment: Learning Goal 5

Learning Goal: Our graduates will be able to strategically and cross disciplinarily analyze business cases and to use appropriate analytical tools in solving business problems.

| Learning Objective | Sample | Methods |
|---|---|---|
| <p>(L51) Our students will be able to strategically analyze business cases and will demonstrate the ability of sound business judgment.</p> <p>(L52) Our students will synthesize different discipline areas.</p> <p>(L53) Our students will use appropriate analytical technique to analyze data and solve business problem.</p> | <p>Students enrolled in IMB 997 (N=5)</p> | <p>- Project report and client evaluation</p> |
| <p>Finding</p> <ul style="list-style-type: none"> - The average scores for L51, L52 and L53 are 2.69, 2.7 and 2.68 * 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceed Expectations) - L51, L52 and L53 meet expectations successfully. | | |

Overall Review

The IMBA program trains middle managers from various companies. The purpose of IMBA program is to strengthen essential qualities of middle managers and develop and nurture middle managers to become leaders who are creative and innovative. In general, middle managers have personal qualities and skills including commitment to diversity and integrity, openness to change, confidence and resilience, cooperation, effective communication, commitment to development, problem-solving, situation awareness, commitment to excellence, planning and implementing, and political/organizational awareness. Based on these personal qualities and attributes, we establish five learning goals for this program; communication(L1), team building and task management(L2), global perspective(L3), understanding of ethical problems(L4), and problem-solving using analyzing skill(L5). In order to assess the accomplishment of each learning goal, we utilize various methods including evaluation of team project presentation, course-embedded survey on students, OPI test results, and many more.

Relative to last year, average scores of L1, L2, and L4 decreased by 0.02~0.28, while that of L3 remained the same and that of L5 increased by 0.1~0.15. Despite of these variations, all assessment methods still suggest that IMBA program significantly meets the expectation in terms of Assurance of Learning (AoL). More precisely, all the average scores of five learning goals exceed 2 (i.e. 'Meets Expectation'). Therefore, we can conclude that IMBA program is fully qualified to be an AACSB member.

Data Analysis and Results

| Assessment Learning Goal 1 (L11 & L12): IMB 531 | | | | | | | | | | | | | | | |
|--|-----|---|---|---|---|---|---|---|-----|---|---|---|---|---|---|
| Using term paper evaluation, an evaluator analyzed and scored the term paper | | | | | | | | | | | | | | | |
| | L11 | | | | | | | | L12 | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 4 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 |
| 5 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 |
| 3 point total | 3 | 3 | 3 | 5 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 4 |
| 2 point total | 2 | 2 | 2 | 0 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 1 |
| 1 point total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* Criteria: 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceeds Expectations)

| Assessment Learning Goal 2 (L21 & L22): IMB 510 | | | | | | | | | |
|---|-----|---|----|---|---|-----|---|---|---|
| Using team project presentation and in class discussion | | | | | | | | | |
| | L21 | | | | | L22 | | | |
| | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 |
| 1 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 6 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 |
| 7 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 |
| 8 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| 9 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 10 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| 13 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 |
| 14 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 2 |
| 3 point total | 7 | 8 | 10 | 8 | 9 | 10 | 9 | 9 | 9 |
| 2 point total | 7 | 5 | 3 | 4 | 3 | 2 | 5 | 3 | 4 |
| 1 point total | 0 | 1 | 1 | 2 | 2 | 2 | 0 | 2 | 1 |

* Criteria: 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceeds Expectations)

| Assessment Learning Goal 3 (L31): IMB 531 | | | | |
|---|-----|---|---|---|
| Using course-embedded test | | | | |
| | L31 | | | |
| | 1 | 2 | 3 | 4 |
| 1 | 2 | 3 | 3 | 3 |
| 2 | 3 | 2 | 3 | 3 |
| 3 | 2 | 2 | 3 | 2 |
| 4 | 3 | 3 | 3 | 3 |
| 5 | 2 | 3 | 3 | 3 |
| 3 point total | 2 | 3 | 5 | 4 |
| 2 point total | 3 | 2 | 0 | 1 |
| 1 point total | 0 | 0 | 0 | 0 |

* Criteria: 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceeds Expectations)

| Assessment Learning Goal 4 (L41 & L42): IMB 511 | | | | | | | | |
|---|-----|----|----|----|---|-----|---|----|
| Using course-embedded survey | | | | | | | | |
| | L41 | | | | | L42 | | |
| ID | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 |
| 1 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 |
| 5 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 |
| 6 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
| 7 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 8 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 |
| 9 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 11 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 |
| 12 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 14 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| 3 point total | 9 | 11 | 11 | 10 | 8 | 11 | 8 | 11 |
| 2 point total | 5 | 3 | 3 | 4 | 6 | 3 | 6 | 3 |
| 1 point total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* Criteria: 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceeds Expectations)

| Assessment Learning Goal 5(L51, L52 & L53): IMB 997 | | | | | | | | | | | | | | | | | | | | | |
|---|-----|---|---|---|---|---|---|---|-----|---|---|---|---|---|-----|---|---|---|---|---|---|
| Using project report and client evaluation | | | | | | | | | | | | | | | | | | | | | |
| | L51 | | | | | | | | L52 | | | | | | L53 | | | | | | |
| ID | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 | 2 | 3 | 4 | 5 | 6 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 |
| 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 |
| 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 4 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 |
| 5 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| 3 point total | 5 | 3 | 2 | 5 | 2 | 4 | 3 | 5 | 4 | 3 | 2 | 5 | 2 | 5 | 2 | 5 | 3 | 4 | 4 | 2 | 2 |
| 2 point total | 0 | 2 | 3 | 0 | 3 | 1 | 2 | 0 | 1 | 2 | 3 | 0 | 3 | 0 | 3 | 0 | 2 | 1 | 1 | 3 | 3 |
| 1 point total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* Criteria: 1 (Fails to Meet Expectations) 2 (Meets Expectations) 3 (Exceeds Expectations)