

Information Literacy for Teaching and Learning

Evaluation of Student Outcomes

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COB 300A-Integrated Functional Systems-Management is an introductory course in Business Management. Typically taken by first semester juniors, it provides an overview of the principals and theories of Management. Students are taught several dozen landmark theories in the course but they never get to examine any of these “core management” theories in detail or read original articles from the author.

During the Summer 2006 session, 98 students, working in 15 teams, participated in the Information Literacy Assignment, known as the “Core Management Theory Wiki”. Just like Wikipedia, students created pages, provided the content, and published it on the Web. The site can be found directly at <http://cob300.com:2500> or through COB300.COM, an online resource and retail store that is fully run by students in the class.

Students were presented with an article that reflected a core management theory. They had to research the article and then the theory. They frequently found recent articles that supported or expanded the theory as they searched for the original or at least an early work on the theory.

Utilizing their research findings, each team created a wiki page, identified the theory and wrote an informative abstract, provided information on the related works, summarized the current article, and then provided 5 questions to help students understand the material.

The theory topics researched consisted of Change (Kanter), Dimensions of Culture (Hofstede), Motivator-Hygiene (Herzberg), Motion Efficiency (Gilbreth), Re-engineering (Hammer and Champy), Types of Power (French and Raven), Path-Goal (House), Pay for Performance (Heneman and Le Blanc), Positive Discipline (Bryant), Procedural Justice (Friedman), Distributive Justice (Guillermina and Rossi), Mentoring (Homer’s Odyssey!), and Corporate Social Responsibility, and Total Quality Management (Shewart).

The assignment was successful in that the students were able to develop strong search skills, gained a detailed understanding of a Management theory, and published their work in a format that makes it available to future classes and the public. It worked so well that students in the spring will continue the assignment and expand the number of topics researched. They will also use the wiki as a resource for applying management theory to class cases.

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