

Course	HRDV 5750 / JA / Research and Assessment Methods in Human Resources Development
Term	Fall 1, 2009 – Wednesday – 6:00 – 10:00 pm 8/19, 8/26, 9/2, 9/9, 9/16, 9/23/9/30, 10/7, 10/14
Instructor	Name: Dr. David H. Fish Phone: (904) 296-8600 Email: davidhfish@hotmail.com (don't forget the h)
Catalog Description	This course introduces students to basic descriptive and inferential statistics, research principles, sampling designs, survey methodologies, and simple experimental and quasi-experimental designs. The course also introduces students to other assessment methods used in human resources development, such as learning assessments, performance evaluations, and program evaluation.
Prerequisites	None; although the design and content of the course is based on the assumption that students have completed the Introduction to Human Resources Development (HRDV 5000).
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Students will be able to measure their results against HRD theory-based criteria and standards of performance. 2. Students will be able to apply a basic research method to analyze and evaluate the success of HRD programs. 3. Students will be able to appraise the utility of the survey methodology tool for HRD research 4. Students will be able design an appropriate survey feedback tool for an HRD situation. 5. Students will be able to recommend an appropriate research tool to use in HRD program evaluation. 6. Students will be able to differentiate between effective and ineffective HRD research. 7. Students will be able to prepare a fairly simple HRD research plan.

<p>Materials</p>	<p>Babbie, E. (2009). <i>Practice of social research</i>. (11th ed.). Wadsworth Publishing, Division of Thompson Learning. ISBN# 978-0-495-59841-1</p> <p>American Psychological Association (2001). <i>Publication manual of the American Psychological Association</i>. (5th ed.). Washington, DC. There are three versions of this text: (a) Hardcover, (b) Softcover, and (c) Spiral Bound. It is the student's prerogative as to which version is purchased. This text will be highly utilized during the course. You cannot complete the course absent this text.</p> <p>To Order Textbooks go to the local North FL website www.webster.edu/jack and click on Order Textbooks to select a vendor</p> <p>Note: Textbooks must be ordered 2 weeks prior to class to ensure delivery</p> <p>Supplemental Reading:</p> <ul style="list-style-type: none"> • <u>Research Paper Guidelines and Sample Paper</u> – See website @ www.webster.edu/jack and click on the Student Resources category. 																						
<p>Grading</p>	<table border="1" data-bbox="477 926 1432 1482"> <thead> <tr> <th data-bbox="488 936 1081 972">Grading</th> <th data-bbox="1081 936 1421 972">Maximum Points</th> </tr> </thead> <tbody> <tr> <td data-bbox="488 1005 1081 1041">• Mid-term Project or Exam</td> <td data-bbox="1081 1005 1421 1041">15 Points</td> </tr> <tr> <td data-bbox="488 1075 1081 1110">• Article Analysis</td> <td data-bbox="1081 1075 1421 1110">10 Points</td> </tr> <tr> <td data-bbox="488 1144 1081 1180">• Presentations</td> <td data-bbox="1081 1144 1421 1180">10 Points</td> </tr> <tr> <td data-bbox="488 1213 1081 1249">• Focus Group Project</td> <td data-bbox="1081 1213 1421 1249">20 Points</td> </tr> <tr> <td data-bbox="488 1283 1081 1318">• Term Project</td> <td data-bbox="1081 1283 1421 1318">35 Points</td> </tr> <tr> <td data-bbox="488 1352 1081 1388">• Class Participation and Attendance</td> <td data-bbox="1081 1352 1421 1388">10 Points</td> </tr> <tr> <td data-bbox="488 1421 1081 1457">TOTAL</td> <td data-bbox="1081 1421 1421 1457">100 Points</td> </tr> </tbody> </table> <p>Letter grades will be assigned pursuant to the following scores based on the percent of the total possible points (weighted according to the scale above) that you earned in the course.</p> <table border="1" data-bbox="729 1667 1179 1829"> <thead> <tr> <th data-bbox="737 1677 1081 1713">Percentage of Total Points</th> <th data-bbox="1081 1677 1170 1713">Grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="737 1726 1081 1761">95%-100%</td> <td data-bbox="1081 1726 1170 1761">A</td> </tr> <tr> <td data-bbox="737 1774 1081 1810">90%-94%</td> <td data-bbox="1081 1774 1170 1810">A-</td> </tr> </tbody> </table>	Grading	Maximum Points	• Mid-term Project or Exam	15 Points	• Article Analysis	10 Points	• Presentations	10 Points	• Focus Group Project	20 Points	• Term Project	35 Points	• Class Participation and Attendance	10 Points	TOTAL	100 Points	Percentage of Total Points	Grade	95%-100%	A	90%-94%	A-
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80%-83%	B-
70%-79%	C
Below 70%	F

<p>Activities</p>	<p>Mid-term:</p> <ul style="list-style-type: none"> • Mid-term is worth 15 percent of the final grade. • The exam will cover the first 10 Chapters of the book. • You will be expected to demonstrate an understanding of research and assessment using methods for analyzing practical situations. • The exam will encompass short essay, multiple choice and critical analysis. <p>Article Analysis:</p> <ul style="list-style-type: none"> • Article Analysis is worth 10 percent of the final grade. • You will be required to turn in <i>3 written assignments</i>. • TBD in detail. <p>Presentations:</p> <ul style="list-style-type: none"> • Presentations are worth 10 percent of the final grade. • You will be required to discuss your Article Analysis in a 5 minute <i>in class presentation</i>. • There will be a total of 3 in class presentations. • Note this is merely an oral presentation of your Article Analysis. <p>Focus Group Project:</p> <ul style="list-style-type: none"> • Focus Group Project is worth 20 percent of the final grade. • This is a group assignment with each individual member preparing his/her own <i>written analysis</i>. • Each team member will be graded individually. <p>Term Project:</p> <ul style="list-style-type: none"> • Term Project is worth 35 percent of the final grade. • The Term Project will consist of conducting a research and assessment experiment. • The Project will consist of two parts. • The survey experiment and analysis (25%) as well as an in class presentation (10). <p>Class Participation and Attendance:</p> <ul style="list-style-type: none"> • Class Participation and attendance is worth 10 percent of the final grade. • Class participation points <i>must be earned</i>
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- Students are expected to actively participate in all class discussions.
- Students are expected to discuss all reading assignments, papers and homework assignments with the class.
- The student who does not come to class fully prepared will lose points from the final grade
- Students are expected to be on time for class.
- Participants are expected to arrive on time and be actively involved in the learning experience. Each student should desire to learn, participate, and proactively contribute to the learning of others during each discussion and exercise.
- Students are to participate in classroom discussions. The discussions are an opportunity for students to reveal their understanding of the assignments made for the current and previous classes.
- Assignments are given to prepare the student to participate in class discussions; therefore, it is imperative that reading assignments and associated questions for discussion be completed prior to class.
- A maximum of 10 points will be awarded based on the level and quality of participation and preparation.
- All assignments are due as detailed in the Course Schedule.
- Students are expected to attend all class sessions of every course for the full 36 contact hours. In the case of unavoidable absence, the student must contact the instructor. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work, or for excessive or unexcused absences. Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advanced permission of the instructor should withdraw from the class. The University reserves the right to involuntarily drop enrolled students from classes, which they do not attend. **PLEASE BE ADVISED: Students who do not attend the first class session, who have not made prior arrangements with the instructor for being absent, will be dropped from their courses.**
- Attendance the last day of class is mandatory to ensure that all work is completed and to be awarded a passing grade. An Incomplete will not be acceptable without documental proof (Death Notice, Doctor's Letter, etc.) as to absence relating to non-completion of class work. These must be faxed 904-262-1459 or dropped off to Webster University by the Monday after the term ends.
- Participants are expected to arrive on time and be actively involved in the learning experience. Each student should desire to learn, participate, and proactively contribute to the learning of others during each discussion and exercise.
- Students are to participate in classroom discussions. The discussions are an opportunity for students to reveal their understanding of the assignments made for the current and previous classes.
- Assignments are given to prepare the student to participate in class discussions; therefore, it is imperative that reading assignments and

	<p>associated questions for discussion be completed prior to class.</p> <ul style="list-style-type: none"> • A maximum of 10 points will be awarded based on the level and quality of participation and preparation. • Failure to turn in an assignment within one week will result in a grade of "0" for that assignment. In addition, failure to submit an assignment will lower the final grade by an additional two points. • All assignments are due as detailed in the Course Schedule. • Late assignments will be accepted, if they are turned in <i>no later</i> than one week later, but will be penalized one letter grade. Furthermore, late assignments will lower the student's final grade by an additional one point. • Late assignments will not be accepted for the final assignments the last week of the course to allow timely completion and grades to be submitted.
<p>Policy Statements: University Policies</p>	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>Academic Honesty</p> <p>The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals</p> <p>Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services</p> <p>If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p>Disturbances</p> <p>Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p>

	<p>Student Assignments Retained</p> <p>From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p>Contact Hours for this Course</p> <p>It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>	
<p>Course Policies</p>	<p>The instructor is free to change course content or assignments according to their professional discretion.</p>	
<p>Weekly Schedule</p>		<p>Pre-Assignments for Session 1</p> <ul style="list-style-type: none"> • Arrive to class with an applied research topic (something that can be fixed, such as a work related problem) to begin conducting research on. • Read Chapter 9: Complete Review Questions and Exercises, p. 294, Qs 1(all), 2(all), and 3(all).
	<p>Session 1</p>	<p>THEME: Introduction to Research</p> <p>Topics:</p> <ul style="list-style-type: none"> • Introduction and Overview • What is Research? • Ethics • Reliability and Validity • Macro and Micro Paradigms • Units of Analysis <p>Assignments for Session 2:</p> <ul style="list-style-type: none"> • Read Chapters 5, 6, and 7
	<p>Session 2</p>	<p>THEME: Measuring Results</p> <p>Topics:</p> <ul style="list-style-type: none"> • Criteria for Measuring Quality • Sampling for Success • Scoring • Analysis • Excel and SPSS? TBD • Sampling <p>Assignments for Session 3:</p> <ul style="list-style-type: none"> • Read Chapters 8, 9, and 10

	<p>Session 3</p>	<p>THEME: Experiments Topic:</p> <ul style="list-style-type: none"> • Modes of Observations • Selecting Subjects • Types of Experiments • Validity • Survey Research • Questionnaire Construction • Types of Questionnaires <p>Assignments for Session 4:</p> <ul style="list-style-type: none"> • Read Chapters 11, 12, and 13 	
	<p>Session 4</p>	<p>THEME: Unobtrusive Research Topics:</p> <ul style="list-style-type: none"> • Analyzing Existing Statistics • MID TERM • Content Analysis • Evaluating Research • Formulating the Problem • Issues of Measurement • Social Indicators <p>Assignments for Session 5:</p> <ul style="list-style-type: none"> • Mid Term • Research the purpose of a Focus Group • Article Analysis and Expectations TBD 	
	<p>Session 5</p>	<p>THEME: Projects Topics:</p> <ul style="list-style-type: none"> • Mid Term • Class Projects • Focus Group Assignments • Term Project Assignments <p>Assignments for Session 6:</p> <ul style="list-style-type: none"> • Article Analysis 	
	<p>Session 6</p>	<p>THEME: Article Analysis Topics:</p> <ul style="list-style-type: none"> • Individual Presentations <p>Assignments for Session 7:</p> <ul style="list-style-type: none"> • Article Analysis 	

	Session 7	THEME: Article Analysis Topics: <ul style="list-style-type: none"> • Individual Presentations Assignments for Session 8: <ul style="list-style-type: none"> • Term Projects due 	
	Session 8	THEME: Term Projects Topics: <ul style="list-style-type: none"> • Group 1 Presentations Assignments for Session 9: <ul style="list-style-type: none"> • Group 2 prepare for Presentations • Individual Focus Group Assignment Critic due 	
	Session 9	THEME: Term Projects Topics: <ul style="list-style-type: none"> • Group 2 Presentations • Focus Group Assignment Critic due (individual) 	
Additional Information	None		

Revised 12/9/07