

Course	HRDV 5750 - Research and Assessment Methods in HRDV
Term	Spring 1, 2010, Jan 4 – Mar 5
Instructor	Name: Helen Bryant Phone: 501-744-3049 Email: helenbryant28@webster.edu
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; however, 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 to 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.
Materials	<p>The Practice of Social Research; Babbie, E; Belmont, CA; Wadsworth Publishing Co. (12th Edition) ISBN 0495598411</p> <p>Optional : <i>Publication Manual of the American Psychological Association</i>; American Psychological Association, 16th Edition</p>

<p>Grading</p>	<p>Grading Scale 93-100 A 90-92 A- 87-89 B+ 83-86 B 80-82 B- 70-79 C 0-69 F</p> <p>Course Requirements The GRADUATE catalog provides these guidelines and grading options:</p> <p>A/A– Superior graduate work B+/B/B– Satisfactory graduate work C Work that is barely adequate as graduate-level performance CR Work that is performed as satisfactory graduate work (B– or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses. F Work that is unsatisfactory I Incomplete work ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal. IP In progress NR Not reported W Withdrawn from the course</p>
<p>Activities</p>	<p>Midterm and Final examinations One term paper on development of a simple research design One class presentation on the research design Discussions on journal articles Lectures on mandatory topics Class exercise to develop a survey research tool</p>
<p>Policy Statements: University Polices</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>A student may submit their term paper to the On-Line Writing Center in St. Louis by email and have a coach make suggestions/corrections. It is up to the student to allow sufficient time for this process to be utilized and still turn in the term paper on the assigned date. Go to http://www.webster.edu/acadaffairs/asp/wc/online.html</p> <p>Academic Honesty 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 Please beware 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 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 Since every student is entitled to full participation in class without interruption, all students are expected to be in class and prepared to begin on time. All pagers, wireless phones, or other electronic devices must be turned off, or switched to vibrate, when you enter the classroom.</p> <p>Disruption of class, whether by latecomers, noisy devices, or 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 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 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>Week 1:</p>	<p>Homework: Read chapters 1, 2, and 3. Be prepared to discuss Key Terms. Be prepared to discuss Review Questions.</p> <p>Pair share exercise on interview techniques and a short individual presentation</p> <p>Discuss syllabus and course requirements</p> <p>Introduction to Blackboard. Bring copy of Blackboard Username and Password to class.</p>
<p>Week 2:</p>	<p>Homework: Read chapters 4 and 5. Be prepared to discuss Key Terms. Be prepared to discuss Review Questions.</p> <p>Discuss research and small group discussion of possible choosing an experimental design topics</p> <p>Begin review of APA style papers</p>
<p>Week 3:</p>	<p>Homework: Read chapters 6 and 7. Be prepared to discuss Key Terms. Be prepared to discuss Review Questions.</p> <p>Small group review for mid-term exam</p> <p>Continue review of APA style papers</p>
<p>Week 4:</p>	<p>Exam on Chapters 1 – 7</p> <p>Homework: Prepare for mid-term exam on chapters 1 - 7. Read Chapter 17. Be prepared to discuss Key Terms</p> <p>Small group presentations of individual research project topics proposals</p> <p>Turn in individual project topics proposals</p>
<p>Week 5:</p>	<p>Homework: Read Chapters 8 and 9. Be prepared to discuss Key Terms. Be prepared to discuss Review Questions.</p> <p>Small group presentations on research project</p>

Week 6:	<p>Homework: Read Chapters 10, 11, and 12. Be prepared to discuss Key Terms. Be prepared to discuss Review Questions.</p> <p>Bring in and be prepared to discuss a journal article abstract in small groups</p> <p>Prepare a list of your resources for journal articles</p>
Week 7:	<p>Homework: Read Chapters 13 and 14. Be prepared to discuss Key Terms. Be prepared to discuss Review Questions.</p> <p>Small group evaluations of individual research project presentations</p>
Week 8:	<p>Homework: Read Chapters 15 and 16. Be prepared to discuss Key Terms. Be prepared to discuss Review Questions.</p> <p>Review for end of course exam on Chapters 8 – 17</p>
Week 9:	<p>Homework: Prepare for exam on Chapters 8 – 17</p> <p>Exam, Chapters 8 – 17</p> <p>Conclude individual presentations of research projects</p> <p>All Research Project papers are due</p>
Additional Information	
Approved by	Michael Hostetler, Faculty Coordinator, 7 Dec 2009