

Course	HRDV 5750-57 – Research and Assessment Methods in Human Resources Development
Term	Spring 1, 2008, Fort Sam Houston, Texas
Instructor	Name: Dr. Millie Klein Phone: 830-981-5845 Email: mklein@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; 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>Textbook: <u>The Practice of Social Research</u>, 11th edition Author: Earl Babbie Publisher: Cengage Learning (formerly Thompson Learning) ISBN: 0495093254</p> <p>Professional and research journals will be used as input into the class presentation and as part of the in-class discussions</p>

<p>Grading</p>	<table border="0"> <thead> <tr> <th data-bbox="459 201 933 243">Requirement</th> <th data-bbox="933 201 1461 243">% of Grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="459 243 933 285">Final Exam</td> <td data-bbox="933 243 1461 285">25%</td> </tr> <tr> <td data-bbox="459 285 933 327">Survey Paper</td> <td data-bbox="933 285 1461 327">50%</td> </tr> <tr> <td data-bbox="459 327 933 369">Concept Papers 3</td> <td data-bbox="933 327 1461 369">15%</td> </tr> <tr> <td data-bbox="459 369 933 411">Attendance and Class Participation</td> <td data-bbox="933 369 1461 411">10%</td> </tr> </tbody> </table> <p data-bbox="459 464 1461 495">The GRADUATE catalog provides these guidelines and grading options:</p> <ul data-bbox="516 495 1461 919" style="list-style-type: none"> • 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 data-bbox="459 951 1461 1077">Class attendance and participation are essential to successful completion of the course and will enter into the student's final grade. If a student has a legitimate reason for missing a class, he or she should contact the instructor for information on how to make up the work in order to avoid a penalty on the attendance grade.</p>	Requirement	% of Grade	Final Exam	25%	Survey Paper	50%	Concept Papers 3	15%	Attendance and Class Participation	10%
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<p>Activities</p>	<ul data-bbox="459 1119 1461 1329" style="list-style-type: none"> • One term project: the development, administration, and analysis of a survey research tool • One class presentation on the research design • Discussions on concept papers • One class chapter presentation • Class exercise(s) on developing a survey research tool 										
<p>Policy Statements: University Policies</p>	<p data-bbox="459 1339 1461 1476">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 data-bbox="459 1518 1461 1549">Academic Honesty</p> <p data-bbox="500 1560 1461 1707">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 data-bbox="459 1738 1461 1770">Drops and Withdrawals</p> <p data-bbox="500 1780 1461 1879">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</p>										

	<p>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, 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 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>
Course Policies	Course work will not be accepted via e-mail When a student is absent he/she should arrange to have another student take notes and collect handouts.
Weekly Schedule	<p>Weekly Assignments Pre-Assignment for Week 1 Read Chapters 1 – 3</p> <p>Week 1 Topics • Introduction to Scientific Inquiry Assignment for Week 2 • Read chapters 4-5</p> <p>Week 2 Topics • Research Design and Measurement Assignment for Week 3 • Read chapters 6-8</p>

	<p>Week 3</p> <p>Topic</p> <ul style="list-style-type: none"> • Survey Construction and Design Activity <p>Assignment for Week 4</p> <ul style="list-style-type: none"> • Read chapter 9 <p>Week 4</p> <p>Topic</p> <ul style="list-style-type: none"> • Literature Reviews • Lab activity <p>Assignment for Week 5</p> <ul style="list-style-type: none"> • Read chapters 10-11 <p>Week 5</p> <p>Topic</p> <ul style="list-style-type: none"> • Field and Evaluation Research <p>Assignment for Week 6</p> <ul style="list-style-type: none"> • Read chapters 15-17 <p>Week 6</p> <p>Topic</p> <ul style="list-style-type: none"> • Statistics <p>Assignment for Week 7</p> <ul style="list-style-type: none"> • Read chapter 18 <p>Week 7</p> <p>Topics:</p> <ul style="list-style-type: none"> • Ethics of Research <p>Assignment for Week 8</p> <ul style="list-style-type: none"> • Prepare for class presentations • Papers due <p>Week 8</p> <p>Topics</p> <ul style="list-style-type: none"> • Paper Presentations <p>Assignment for Week 9</p> <ul style="list-style-type: none"> • Prepare for final exam <p>Week 9</p> <p>Topics</p> <ul style="list-style-type: none"> • Final Exam
<p>Additional Information</p>	<p>This class will be conducted in a computer lab setting with research related activities included during most sessions.</p>