

Course	HRDV 5750 57 Research and Assessment Methods in Human Resources Development
Term	Fall 1, 2009, Ft. Sam Houston
Instructor	Name: Dr. Millie Klein Phone: 830-981-5845 E-mail: kleinm@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 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>Title: The Practice of Social Research, 12th edition Author: Earl Babbie Publisher: Wadsworth Publishing ISBN: 0495598410</p> <p>Professional and research journals will be used as input into the class presentation and as part of the in-class discussions.</p>

Grading	<p>Requirements</p> <table border="0"> <thead> <tr> <th data-bbox="427 268 966 300"><u>Requirement</u></th> <th data-bbox="982 268 1127 300"><u>% of Grade</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="521 342 667 373">Final Exam</td> <td data-bbox="1008 342 1065 373">25%</td> </tr> <tr> <td data-bbox="521 415 594 447">Paper</td> <td data-bbox="1008 415 1065 447">50%</td> </tr> <tr> <td data-bbox="521 489 764 520">Concept Papers (3)</td> <td data-bbox="1008 489 1065 520">15%</td> </tr> <tr> <td data-bbox="521 562 959 594">Attendance and Class Participation</td> <td data-bbox="1008 562 1065 594">10%</td> </tr> </tbody> </table> <ul 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 • F Work that is unsatisfactory • I Incomplete work <p>Class attendance and participation are essential to successful completion of the course and will enter into a 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>	<u>Requirement</u>	<u>% of Grade</u>	Final Exam	25%	Paper	50%	Concept Papers (3)	15%	Attendance and Class Participation	10%
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Activities	<ul 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 on developing a survey research tool. 										
Policy Statements: University Policies	<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 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 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						
Weekly Schedule	<table border="0"> <tr> <td data-bbox="472 1356 727 1434">Weekly Assignments</td> <td data-bbox="751 1356 1388 1434"> Pre-Assignment for Week 1 <ul style="list-style-type: none"> • Reading Assignment for Class 1: Ch. 1, 2, & 3. </td> </tr> <tr> <td data-bbox="472 1486 727 1633">Week 1</td> <td data-bbox="751 1486 1388 1633"> Topics: <ul style="list-style-type: none"> • Introduction to Scientific Inquiry. Assignment for Week 2: <ul style="list-style-type: none"> • Reading Assignment for Class 2: Ch. 4 & 5. </td> </tr> <tr> <td data-bbox="472 1675 727 1822">Week 2</td> <td data-bbox="751 1675 1388 1822"> Topics: <ul style="list-style-type: none"> • Research Design and Measurement. Assignment for Week 3: <ul style="list-style-type: none"> • Reading Assignment for Class 3: Ch. 6 & 8. </td> </tr> </table>	Weekly Assignments	Pre-Assignment for Week 1 <ul style="list-style-type: none"> • Reading Assignment for Class 1: Ch. 1, 2, & 3. 	Week 1	Topics: <ul style="list-style-type: none"> • Introduction to Scientific Inquiry. Assignment for Week 2: <ul style="list-style-type: none"> • Reading Assignment for Class 2: Ch. 4 & 5. 	Week 2	Topics: <ul style="list-style-type: none"> • Research Design and Measurement. Assignment for Week 3: <ul style="list-style-type: none"> • Reading Assignment for Class 3: Ch. 6 & 8.
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	<p>Week 3</p> <p>Topic: Questionnaire Construction and Design of Experiments</p> <p>Assignment for Week 4:</p> <ul style="list-style-type: none"> • Study for Mid-Term exam which is Week 4.. Reading Assignment for Class 4: Ch. 9. <p>Week 4</p> <p>Topics:</p> <ul style="list-style-type: none"> • Mid-Term Exam. Class Topic: Survey Research <p>Assignment for Week 5:</p> <ul style="list-style-type: none"> • Reading Assignment for Class 5: Ch. 10 & 12. <p>Week 5</p> <p>Topics:</p> <ul style="list-style-type: none"> • Field and Evaluation Research <p>Assignment for Week 6:</p> <ul style="list-style-type: none"> • Reading Assignment for Class 6: Ch. 15, 16, & 17. <p>Week 6</p> <p>Topics:</p> <ul style="list-style-type: none"> • Statistics <p>Assignment for Week 7:</p> <ul style="list-style-type: none"> • Reading Assignment for Class 7: Ch. 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"> • Class Presentations. Papers due. <p>Week 8</p> <p>Topics:</p> <ul style="list-style-type: none"> • Assessment Tools. <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
Additional Information	Assignments will not be accepted via e-mail