

<b>Course</b>	HRDV 6000 Integrated Studies in Human Resources Development
<b>Term</b>	Fall 1, 2008
<b>Instructor</b>	Tim Pancake 321-254-3028 <a href="mailto:tpancake@cfl.rr.com">tpancake@cfl.rr.com</a> Office hours: 45 minutes before class
<b>Catalog Description</b>	The student is expected to synthesize and integrate the learning Experiences acquired in human resources development and to evaluate the research and current topics relative to this major.
<b>Prerequisites</b>	All of the prerequisite and core courses in the Masters in HRDV program must be taken before enrolling in HRDV 6000 (MNGT 5590, HRDV 5000, HRDV 5620, HRDV 5610, HRDV 5560, HRDV 5700, HRDV 5750).
<b>Course Level Learning Outcomes</b>	<ol style="list-style-type: none"> <li>1. Students will be able to <b>analyze</b> Human Resource Development situations.</li> <li>2. Students will be able to <b>synthesize</b> intellectual understanding of HRD models with methodological competencies.</li> <li>3. Students will be able to <b>implement</b> Human Resource Development solutions to real organizational problems.</li> <li>4. Students will be able to <b>measure</b> their results against HRD theory-based criteria and standards of performance.</li> <li>5. Students will be able to <b>distinguish</b> the strategic issues facing the field in an era of global change.</li> <li>6. Students will be able to <b>interpret</b> the implications of organizational change for the HRDV practitioner.</li> <li>7. Students will be able to <b>demonstrate</b> teamwork competencies.</li> <li>8. Students will be able to <b>analyze</b> complex organizational situations and problems and <b>propose</b> solutions.</li> <li>9. Students will be able to <b>write</b> a statement of their HRDV practice philosophy and professional standards.</li> <li>10. Students will be able to <b>debate</b> current topics and issues in the professional literature.</li> <li>11. Students will be able to <b>construct</b> their own working theories of Human Resources Development.</li> <li>12. Students will be able to <b>categorize</b> critical roles for the HRDV practitioner that will transform the field.</li> </ol>

<p><b>Materials</b></p>	<p><b>REQUIRED TEXTS:</b> <u>Guide to Completing Term Papers and 6000 Research Papers</u>, 2006 ED., Webster University, Merritt Island, FL, 2006. (Available on the Space Coast Campus Web Site)</p> <p><b>SUPPLEMENTAL/RECOMMENDED READINGS:</b> <u>Conducting Research: Social and Behavioral Science Methods</u>, Lawrence T. Orcher, Pyczak Publishing, Glendale, CA, 2005. ISBN: 1-884585-60-4</p> <p>Publication Manual of the American Psychological Association, 5<sup>th</sup> ED., Washington, DC, 2001. ISBN: 1-55798-791-2</p>						
<p><b>Grading</b></p>	<p>Your course grade will be based on your scores on your examinations, research paper, case study assignments, and your contributions to class discussions. These different components will be weighted as follows:</p> <table border="1" data-bbox="451 856 1312 1010"> <thead> <tr> <th data-bbox="456 863 979 909">COURSE REQUIREMENTS:</th> <th data-bbox="984 863 1307 909">% OF GRADE</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 915 979 961">a. Research Project Paper</td> <td data-bbox="984 915 1307 961">85%</td> </tr> <tr> <td data-bbox="456 968 979 1014">b. Project Presentations</td> <td data-bbox="984 968 1307 1014">15%</td> </tr> </tbody> </table> <p><b>RESEARCH PROJECT REQUIREMENTS:</b> This project will be on a topic identified by the student and approved by the Human Resources Development Mentor prior to the beginning of the project. The topic will be related to the functions of Human Resources Development and can be geared to an existing problem or challenge internal or external to the student’s employing organization. The project’s objective is the completion of a report that demonstrates the student’s ability to independently conduct primary and secondary research and will require him/her to:</p> <ol style="list-style-type: none"> <li>a. identify an existing or potential HRD problem or challenge</li> <li>b. conduct appropriate literature reviews</li> <li>c. determine a research methodology</li> <li>d. specify the finding from the research</li> <li>e. develop possible solutions to the identified problem</li> <li>f. recommend realistic actions available for implementation</li> </ol> <p>A formal paper is required which will use primary and secondary (literature) research, and the development of an actionable proposal related to the student’s principal study and work area. Students should use the 6000 Project paper guidelines on the Webster Space Coast home page under student services. The 6000 paper will be graded using the Guidelines for grading a paper on the home page and listed in the Determination of Grades Statement in this syllabus.</p> <p>The paper will indicate references using the APA style. The term paper guideline demonstrates common type references. If you have a reference type</p>	COURSE REQUIREMENTS:	% OF GRADE	a. Research Project Paper	85%	b. Project Presentations	15%
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not covered in the term paper guidelines then the student should refer to the APA home page for assistance.

References must be from refereed journals similar to those found in Webster's Passport electronic library. References from newspapers and periodical magazines written for the general public are generally unacceptable for graduate research work. The student must justify that a homepage is a creditable source before it can be used.

The final 6000 paper is due in Week 8 unless otherwise specified by the instructor.

Each student will also prepare an Executive Presentation for oral delivery to the class in Week 8 or 9 as determined by the instructor. A single spaced, single sheet Executive Summary summarizing the research for distribution to each class member in Week 8/9 is suggested. Each student will prepare and conduct a fifteen-minute presentation on their topic to include related data, analysis of the topic, presentation of the findings and a discussion of the conclusions and recommendations.

Letter Grade	Numerical Score
A	96-100% (4.0)
A-	91-95% (3.67)
B+	87-90% (3.33)
B	82-86% (3.0)
B-	78-81% (2.67)
C	70-77% (2.0)
F	69 & below (0)
I	Incomplete (0)
W	Withdrew

**Activities**

**INSTRUCTOR AVAILABILITY:** Since much of the student's work will be done independently, interaction with the instructor outside of class meetings will take place by telephone, fax exchanges, and email correspondence with one-on-one meetings off or on-campus as required. This arrangement will facilitate resolution of student concerns and problems relative to the research project and enable frequent and timely review and correction of drafts of the student's efforts. For these purposes your instructor can be reached as follows:

Telephone: 321-254-3028  
 FAX: 321-254-3028  
 Email: tpancake@cfl.rr.com  
 Mail: 3420 Beth Lane, Melbourne, FL 32934

<p><b>Policy Statements:</b></p> <p><b>University Policies</b></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><b>Academic Honesty</b>  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><b>Drops and Withdrawals</b>  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><b>Special Services</b>  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><b>Disturbances</b>  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><b>Student Assignments Retained</b>  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><b>Contact Hours for this Course</b>  <b>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.</b></p>
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<b>Course Policies</b>	Attendance at all class sessions is expected.  Late weekly write-ups and written case assignments will be accepted if prior arrangements have been made with the instructor, but will be given reduced points based upon the number of class sessions it is late.
<b>Week 1 Schedule</b>	<b>PREPARATION FOR CLASS: Students are expected to have an approved topic for their integrated studies research project.</b>  <b>CLASSROOM DISCUSSION TOPICS:</b> Introduction/Orientation & Overview of the course and requirements. Identification/Review of topics, project, and presentation guidelines.
<b>Week 2 Schedule</b>	<b>PREPARATION FOR CLASS:</b> Prepare topic and methodology strategy.  <b>CLASSROOM DISCUSSION TOPICS:</b> Clarification of individual research topics and data collection methodology. Students will brief their project status and assist in assessment of other students' projects.
<b>Week 3 Schedule</b>	<b>PREPARATION FOR CLASS:</b> Finalize topic and methodology strategy  <b>CLASSROOM DISCUSSION TOPICS:</b> Data collection and analysis. Self-directed work continues on project with one-on-one consultations with instructor.
<b>Week 4 Schedule</b>	<b>CLASSROOM DISCUSSION TOPICS:</b> In-process reviews and project status presentations and discussions as necessary.
<b>Week 5 Schedule</b>	<b>CLASSROOM DISCUSSION TOPICS:</b> Data collection and analysis. Self-directed work continues on project with one-on-one consultations with instructor.
<b>Week 6 Schedule</b>	<b>CLASSROOM DISCUSSION TOPICS:</b> In-process reviews and project status presentations and discussions as necessary.
<b>Week 7 Schedule</b>	<b>CLASSROOM DISCUSSION TOPICS:</b> Self-directed work continues on project with one-on-one consultations with instructor.
<b>Week 8 Schedule</b>	<b>PREPARATION FOR CLASS:</b> Finalize research paper and prepare for topic presentation and discussion.  <b>CLASSROOM DISCUSSION TOPICS:</b> Final research paper due. Student presentations of research projects and discussions and critiques of research projects.
<b>Week 9 Schedule</b>	<b>PREPARATION FOR CLASS:</b> Prepare for topic presentation and discussion.  <b>CLASSROOM DISCUSSION TOPICS:</b> Student presentations of research projects and discussions and critiques of research projects. Feedback on Research project and course summary and critique.

**PURCHASING TEXTBOOKS**--Most textbooks can be purchased through **MBS Direct**. Check the syllabus for textbook information. Give MBS Direct the campus location (for the purpose of ordering books the campus is **Space Coast Campus**, course name, number and section number (i.e. Space Coast Campus, COMP5000/64) and most important, the **title, author, edition, and ISBN** of the book you are ordering. MBS Direct will buy back your book at the end of the term should you elect not to retain it as a reference book. Order by phone or online. Orders should be placed no earlier than 4 weeks prior to the start of the term.

**MBS Direct:** 1-800-325-3252

MBS Direct Website is

[www.mbsdirect.net/webster](http://www.mbsdirect.net/webster)

Monday-Thursday 7am-10pm(Central Time)

Friday 7am-6pm (Central Time)

Saturday 8am-5pm (Central Time)

Sunday noon-4pm (Central Time)

In order to meet the course objectives this syllabus may be modified at the discretion of the instructor without approval of the students.

**Original approved by:**

Dr. Calvin D. Fowler Academic Dean Space Coast Region, March 31, 2008

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