

<b>Course</b>	HRMG 6000/63 – Integrated Studies in Human Resources Management
<b>Term</b>	Fall 1, 2008
<b>Instructor</b>	Dr. Glenn W. Briggs Home Phone: 321-453-8522 Business Phone: 321-956-1274 Email: gwbriggs@yahoo.com Office Hours: Available on an as-needed basis, as dictated by the noted physical constraints.
<b>Catalog Description</b>	The student is expected to synthesize and integrate the learning experiences acquired in Human Resources Management, and to evaluate the research and current topics relative to this major. Techniques used to accomplish these goals may vary.
<b>Prerequisites</b>	<b>Completion of all other required courses in this major.</b>  It is also anticipated that the student will have completed the groundwork for the 6000 Project, to include the advance coordination of the Topic Approval Form with the Program Mentor, the formulation of the Problem Statement, Research Question, and the Hypothesis, at a minimum. It is also recommended that the student will have developed and communicated a suggested research methodology with the Mentor prior to commencement with the actual 6000 Project.
<b>Course Level Learning Outcomes</b>	<ol style="list-style-type: none"> <li>1. Students will know and explain the important terminology, facts, concepts, principles, analytic techniques, and theories used in the field of human resources management.</li> <li>2. Students will be able to effectively apply important terminology, facts, concepts, principles, analytic techniques, and theories in the field of human resources management when analyzing complex factual situations.</li> <li>3. Students will be able to effectively integrate (or synthesize) important facts, concepts, principles, and theories in the field of human resources management when developing solutions to multifaceted human resource management problems in complex factual situations.</li> <li>4. Students will be able to develop appropriate strategies for implementing solutions to human resources management problems that reflect their knowledge and understanding of the interrelationships among training, staffing, compensation, and employment law.</li> </ol>
<b>Materials</b>	<b>REQUIRED TEXTS:</b> None  All of the following publications will be helpful in the completion of your

	<p>HRMG 6000 Project.</p> <p><u>Practical Research: Planning and Design</u>, 8<sup>th</sup> ED., Paul D. Leedy &amp; Jeanne Ellis Ormrod, Pearson Merrill/Prentice-Hall, Columbus, OH, 2005. ISBN: 0-13-110895-6</p> <p><u>Guide to Completing Term Papers and 6000 Research Papers</u>, 2000 ED., Webster University, Merritt Island, FL, 1999. (Available on the Space Coast Campus Web Site)</p> <p><u>Conducting Research: Social and Behavioral Science Methods</u>, Lawrence T. Orcher, Pyrczak Publishing, Glendale, CA, 2005. ISBN: 1-884585-60-4</p> <p><u>Publication Manual of the American Psychological Association</u>, 5<sup>th</sup> ED., Washington, DC, 2001. ISBN: 1-55798-791-2</p>						
<b>Grading</b>	<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="451 961 1312 1108"> <thead> <tr> <th><b>COURSE REQUIREMENTS:</b></th> <th><b>% OF GRADE</b></th> </tr> </thead> <tbody> <tr> <td>a. Research Project Paper</td> <td>85%</td> </tr> <tr> <td>b. HRMG 6000 Assessment</td> <td>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 Management Mentor prior to the beginning of the project. The topic will be related to the functions of Human Resources Management 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 Human Resources Management 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</p>	<b>COURSE REQUIREMENTS:</b>	<b>% OF GRADE</b>	a. Research Project Paper	85%	b. HRMG 6000 Assessment	15%
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page and listed in the Determination of Grades Statement in this syllabus.

The term paper guideline demonstrates common type references. If you have a reference type not covered in the term paper guidelines then the student should refer to the APA home page for assistance.

References must be from referred 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. An Academic Assessment will occur during this Term, which will require students to accomplish additional evaluation activities. The Program Mentor will identify these during the first class meeting.

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:** During this Term, the Program Mentor will meet with students on an *ad hoc* basis. Attendance is expected for the first two sessions, after which the instructor will meet with students on an as-need basis. While much of the student's work will be done independently, considerable interaction will take place by email correspondence, 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:

Home Telephone: (321)453-8622  
 Work Telephone: (321)956-1274  
 FAX: (321)956-6525  
 Email: [gwbriggs@yahoo.com](mailto:gwbriggs@yahoo.com) (or) [briggs@webster.edu](mailto:briggs@webster.edu)  
 Mail: 3772 Sierra Drive, Merritt Island, FL 32953

<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 and 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 will be redacted from the assignment or projects.</p> <p><b>Contact Hours for this Course</b>  It is essential that all classes meet for the full time as scheduled. A class cannot be shortened in length. If a session is cancelled for any reason, it must be rescheduled.</p>
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<b>Course Policies</b>	This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student. The schedule below presents an approximate expectation of student progress. The instructor reserves the right to add, delete, or modify any weeks of this schedule. The instructor also reserves the right to change the overall course grade weighting. Any changes will be announced in class. The class format will require less than the normal amount of student/professor contact, as most of the student's projects are accomplished working alone. But the professor will accommodate the student's individual needs. He will be available at the campus on most class evenings. If students require special <i>ad hoc</i> meetings, the professor should be contacted in a reasonable amount of time to meet or adjust existing obligations.
<b>Week 1 Schedule</b>	<b>PREPARATION FOR CLASS:</b> Students are expected to have an approved HR-related topic for their integrated studies research project.  <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> In-process reviews of developed materials.  <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, discussions and critiques of projects.
<b>Week 9</b>	<b>PREPARATION FOR CLASS:</b> Prepare for delivery and discussion of final

<b>Schedule</b>	<p>version of HRMG 6000 documentation.</p> <p><b>CLASSROOM DISCUSSION TOPICS:</b> Feedback on Research project and course summary and critique.</p>
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**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: [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, June 4, 2008

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