

Course	HRMG 6000/71; Integrated Studies in Human Resources Management (DS)
Term	Spring 2, 2008
Instructor	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, in addition to class schedule
Catalog Description	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.
Prerequisites	Completion of all other required courses in this major is mandatory, per University requirements. It is also essential 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 further recommended that the student have coordinated a research methodology with the Mentor prior to commencement with the actual 6000 Project. The Mentor will be on assignment to the Chengdu, China Campus during this Term, thus e-mail communication will be the primary medium of communication. However, neither the quality of Mentorship to the student, nor of the research project will be diminished by this factor.
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Students will be able to define, discuss, and recognize the important terminology, facts, concepts, principles, analytic techniques, and theories used in the field of Human Resources Management. 2. Students will apply the prominent terminology, facts, concepts, principles, analytic techniques, and theories in management and leadership when analyzing complex factual situations involving management problems. 3. Students will integrate the relevant facts, concepts, principles, and theories used in management and leadership when developing solutions to multifaceted, complex management problems as required in case studies. 4. Students will develop appropriate strategies for implementing solutions to management problems that reflect their knowledge and understanding of the interrelationships among strategic management, human resources management, leadership, and organization development and change.

	<ol style="list-style-type: none"> 5. Students will recognize the need to adapt organizational solutions to organizational constraints such as finances and time horizons. 6. To gather and analyze primary and secondary data relevant to identified management processes. 7. To present findings, conclusions, and recommendations developed during the analysis process. 8. To effectively explain and defend the conceptualization, implementation, recommendations, and conclusions of the research and situational analysis. 						
Materials	<p>REQUIRED TEXTS: <u>Guide to Completing Term Papers and 6000 Research Papers</u>, August 2003 ED., Webster University, Merritt Island, FL, 2003. (Available on the Space Coast Campus Web Site)</p> <p>SUPPLEMENTAL/RECOMMENDED READINGS: <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>, 5th ED., Washington, DC, 2001. ISBN: 1-55798-791-2</p> <p><u>Practical Research: Planning and Design</u>, 8th ED., Paul D. Leedy & Jeanne Ellis Ormrod, Pearson Merrill/Prentice-Hall, Columbus, OH, 2005. ISBN: 0-13-110895-6</p>						
Grading	<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 1482 1312 1629"> <thead> <tr> <th>COURSE REQUIREMENTS:</th> <th>% OF GRADE</th> </tr> </thead> <tbody> <tr> <td>a. Research Project Paper</td> <td>85%</td> </tr> <tr> <td>b. Project Presentations</td> <td>15%</td> </tr> </tbody> </table> <p>RESEARCH PROJECT REQUIREMENTS: 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</p>	COURSE REQUIREMENTS:	% OF GRADE	a. Research Project Paper	85%	b. Project Presentations	15%
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a. Research Project Paper	85%						
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demonstrates the student's ability to independently conduct primary and secondary research and will require him/her to:

- a. identify an existing or potential Human Resources Management problem or challenge
- b. conduct appropriate literature reviews
- c. determine a research methodology
- d. specify the finding from the research
- e. develop possible solutions to the identified problem
- f. recommend realistic actions available for implementation

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.

The paper will indicate references using the APA style. 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 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 9 unless otherwise specified by the instructor.

The student may be required to prepare an Executive Presentation for oral delivery to the class in Week 8 or 9 as determined by the instructor. This will be determined by special circumstances related to the distance variable described above, and by the individual progress of the student. If such is the case, the student will prepare and conduct a fifteen-minute presentation on the research 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

<p>Activities</p>	<p>INSTRUCTOR AVAILABILITY: As described above, during this Term, the Program Mentor will have been on assignment to the Chengdu, China Campus. In that regard, the student and Mentor will not physically meet in the first week of the term. However, considerable prior collaboration will have taken place in preparation for accomplishing this 6000 Project. Since much of the student’s work will be done independently, regular physical meetings will not take place during the term, but the Mentor will be available as required. Considerable interaction will take place by email correspondence, also 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:</p> <p style="padding-left: 40px;">Telephone: 321-453-8622 FAX: 321-956-6525 Email: gwbriggs@yahoo.com Mail: 3772 Sierra Drive, Merritt Island, FL 32953</p>
<p>Policy Statements:</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>University Policies</p>	<p>Academic Honesty</p> <p>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</p> <p>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>Special Services</p> <p>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</p> <p>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</p> <p>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</p> <p>It is essential that all classes meet for the instructional time scheduled. A class may not be shortened in length. If a class is cancelled for any reason, it must be rescheduled.</p>
<p>Course Policies</p>	<p>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 course progress. The instructor reserves the right to add, delete, or modify any weeks of this schedule. The instructor also reserves</p>

	<p>the right to change the overall course grade weighting. Any changes will be announced in class. This class format will require less than the normal amount of direct contact with the professor, but he will also be available when needed by individual students. If students are encountering challenges with any part of the research, the professor will bend every reasonable effort to accommodate the students. He will be available at the campus on most class evenings.</p> <p>If students require special meeting or project reviews, the professor should be contacted in a reasonable amount of time to make or adjust existing obligations.</p>
Week 1 Schedule	<p>PREPARATION FOR CLASS: Students are expected to have an approved HR-related topic for their integrated studies research project.</p> <p>CLASSROOM DISCUSSION TOPICS: Introduction/Orientation & Overview of the course and requirements. Identification/Review of topics, project, and presentation guidelines.</p>
Week 2 Schedule	<p>PREPARATION FOR CLASS: Prepare topic and methodology strategy.</p> <p>CLASSROOM DISCUSSION TOPICS: Clarification of individual research topics and data collection methodology. Students will brief their project status and assist in assessment of other students' projects.</p>
Week 3 Schedule	<p>PREPARATION FOR CLASS</p> <p>CLASSROOM DISCUSSION TOPICS: Data collection and analysis. Self-directed work continues on project with one-on-one consultations with instructor.</p>
Week 4 Schedule	<p>CLASSROOM DISCUSSION TOPICS: In-process reviews and project status presentations and discussions as necessary.</p>
Week 5 Schedule	<p>CLASSROOM DISCUSSION TOPICS: Data collection and analysis. Self-directed work continues on project with one-on-one consultations with instructor.</p>
Week 6 Schedule	<p>CLASSROOM DISCUSSION TOPICS: In-process reviews and project status presentations and discussions as necessary.</p>
Week 7 Schedule	<p>CLASSROOM DISCUSSION TOPICS: Self-directed work continues on project with one-on-one consultations with instructor.</p>
Week 8 Schedule	<p>PREPARATION FOR CLASS: Finalize research paper and prepare for topic presentation and discussion.</p> <p>CLASSROOM DISCUSSION TOPICS: Final research paper due. Student presentations of research projects and discussions and critiques of research</p>

	projects.
Week 9 Schedule	<p>PREPARATION FOR CLASS: Prepare for topic presentation and discussion.</p> <p>CLASSROOM DISCUSSION TOPICS: Student presentations of research projects and discussions and critiques of research projects. Feedback on Research project and course summary and critique.</p>

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

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, November 6, 2007

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