

Course: Research and Assessment Methods in HRDV
Term: Spring 1, 2008
Schedule: Thursday 1730-2130

Instructor: Susan Lehinger, Ph.D. Adjunct Professor of Human Resources Development
Office: n/a **Office Hours:** After class
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Required Textbooks

Title: Practical Research: Planning and Design, 8th Ed.
Authors: Leedy and Ormrod
Publisher: Pearson Merrill Prentice Hall
ISBN: 0-13-110895-6

It is recommended that the student obtain a copy of the current APA Manual for writing guidance.

Publication Manual of the American Psychological Association, 5th Edition
American Psychological Association ISBN: 1-55798-790-4

Course Description

This course introduces students to survey methodologies, basic descriptive and inferential statistics, research principles, sampling designs, and simple experimental and quasi-experimental designs. The course also introduces students to methods of reporting findings used in human resources development, and presentation of survey development.

Expected Incoming Student Competency

Completion of required courses:

- *HRDV 5000
- *HRDV 5610
- *HRDV 5620
- *HRDV 5630
- *HRDV 5640

Or permission of instructor

Statement of Course Objectives:

Teach students to gather information from a current Human Resources Development topic, develop a project based on that knowledge, write a comprehensive introduction, review of the literature regarding that project, and develop a methodology for gathering data to complete the project. The proposal for the project should be complete enough to enable the student to develop a survey instrument and present a written proposal to the instructor and the class.

Course Outcome Competencies

Upon successful completion of this course, students **WILL BE ABLE TO:**

Participate in a review of the topics covered in the HRDV program and research methods.

Evaluate research on the topic selected – at least 5 sources. **Select 5 articles, Analyze at least 3 to use in Review of Literature.**

Create a proposal that is comprehensive and demonstrates understanding of Human Resources Development

Select a topic for research. Consider methods of researching the topic. Evaluate methods and select one or more.

Apply knowledge gathered in HRDV classes to identify goals and objectives for the project.

Present the proposal to the class in up to one-half hour presentation. Answer questions about project research, method and plan.

Develop and plan a project using current Human Resources Development research.

Set realistic timelines within which to carry out the proposed project.

Identify sources used to develop the project and explain the reasons for their selection.

Materials

Texts:

Title: Practical Research: Planning and Design, 8th Edition

Authors: Paul D Leedy and Jeanne Ellis Ormrod

Publisher: Pearson Merrill Prentice Hall

Publication Manual of the American Psychological Association, 5th Edition

Supplemental Readings:

As needed to write project report, use APA manual, becoming familiar with its use.

“Guidelines for a Good Capstone” provided by instructor.

At the end of the course, students should be able to select, plan, and propose a research project using HRDV materials.

At the end of the course, students should be able to write a comprehensive proposal and present it to a group of knowledgeable people, answering questions as to reason for selection of the topic, research methods and conduct of the research.

COURSE SCHEDULE

Reading assignments will be made and students are expected to read the text as it pertains to their research with special attention paid to the specific sections discussed in class. Students also are expected to read and use the APA Publication Manual as needed.

Week 1	<u>Day, Date</u>	<u>THEME: Why Do Research?</u>
	Week 1	Topics: Review of HRDV Chapter 1: What is Research? Chapter 2: Tools of Research
Week 2	<u>Day, Date</u>	<u>THEME: Focusing Research Efforts</u>
	Week 2	Topics: Chapter 3: The Problem: The Heart of the Research Process Chapter 4: The Review of Related Literature Chapter 5: Planning Your Research Design Chapter 6: Writing the Research Proposal
Week 3	<u>Day, Date</u>	<u>THEME: Qualitative Research Methodologies</u>
	Week 3	Topics: Chapter 7: Qualitative Research Chapter 8: Historical Research
Week 4	<u>Day, Date</u>	<u>THEME: Qualitative Research vs. Quantitative Research</u>
	Week 4	Topics: Chapter 9: Descriptive Research Chapter 10: Experimental and Ex Post Facto Designs Chapter 11: Statistical Techniques for Analyzing Quantitative Data
Week 5	<u>Day, Date</u>	<u>THEME: Statistical Techniques and Report Writing</u>
	Week 5	Topics: Chapter 12: Technical Details: The Research Report Begin data collection no later than this week.
Week 6	<u>Day, Date</u>	<u>THEME: Discussion of Research Process and Progress</u>
	Week 6	Topics: Feedback on student research process Assignments for Week 7: Continue to conduct research and bring questions to class Draft outline of report By Week 8: Complete draft for editing by instructor
Week 7	<u>Day, Date</u>	<u>THEME: Discussion of Research Process and Progress</u>
	Week 7	Topics: Feedback on student research process Assignments for Week 8: Complete research report using APA manual

Week 8 Day, Date THEME: Feedback, Papers due for final edit

Week 8

Week 9 Day, Date THEME: Project reports

Week 9

Topics: As presented by students

Course Requirements:

Scoring Criteria:

Scoring Criteria: Class Presentation:

Proposals will be scored on technical merits such as format of written report (20 to 60 pages, including references), up to ½ hour presentation, synthesis and integration of course materials in proposal, comprehensiveness of research techniques proposed, ability to answer questions presented by students and teacher.

Scoring Criteria: Proposal

Proposals will be scored on organization, format, comprehensiveness of writing, use of appropriate methods, and overall worth of project to student completion of HRDV program.

Scoring Criteria: Mid-Term Examination

Mid-Term Examination will be scored based upon points earned in answering questions and completing problems presented.

Scoring Criteria: Class Participation and Attendance:

Class participation is always essential to HRDV classes and will be a factor in grading.

This course outcome depends on preparation and interaction in class as well as work completed outside of class.

Attendance is critical to completion in this class. Only excused absences due to military assignment or other emergency should be expected. Unexcused absences will affect final grade.

Assignments**Maximum Points/Percentage**

◆ Completion of proposal	40%
◆ Presentation in class	20%
◆ Mid-Term Examination	20%
◆ Class participation and Attendance	10 %
◆ Reading and class preparation	10%
Total	100 points/%

Grades:

95 – 100 points	A
90 – 94 points	A-
88 – 89 points	B+
84 – 87 points	B
80 – 83 points	B-
70 – 79 points	C
69 or less points	F
Incomplete work	I

CONDUCT

Students assume the obligation of conducting themselves in a manner compatible with Webster University's function as an educational institution. Misconduct for which students are subject to discipline may be divided into the following categories:

1. All forms of dishonesty, cheating, plagiarism, or knowingly furnishing false information to the University. *Documents submitted will be checked for plagiarism.*
2. Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University activities or of other authorized activities on University premises.
3. Theft of or damage to property of the University.

Students who cheat or plagiarize may receive a failing grade for the course in which the cheating or plagiarism took place. Students who engage in any of the above misconducts may be subject to dismissal from the University on careful consideration by the executive vice president of the University or his designee. To the extent that penalties for any of these misconducts (e.g., theft or destruction of property) are prescribed by law, the University will consider appropriate action under such laws.

ATTENDANCE POLICY

Students are expected to attend all class sessions. In the case of unavoidable absence, the student must contact the instructor. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work, or for excessive or unexcused absences.

Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advance permission of the instructor should withdraw from the class. The University reserves the right to involuntarily drop enrolled students from classes, which they do not attend.

DISCLAIMER

This syllabus is intended to provide a basic structure to this course. Adherence to this syllabus is subject to change at the discretion of the instructor.