

**HRM 4420
Summer 2019
Human Resources Research Methods**

**Course Instructor: Indira Somwaru
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COURSE DESCRIPTION

This course will provide students with an introduction to conducting research in business within the human resources context. Essential research design concepts will be examined and applied including the development of research questions and appropriate research methods for answering these questions. Students will also develop skills necessary to critique published research and will be able to identify and apply a range of statistical techniques available to the HR researcher.

Required Textbook:

Saks, A.M. (2009). *Research, Measurement, and Evaluation of Human Resources*. Toronto: Nelson.

Prerequisites:

1) For students in the Honours program, 78 credits including AP/HRM 2600 3.00, or 2) for other students, a grade of C+ or better in AP/HRM 2600 3.00.

Assessment:

1. Weekly research assignments - 30%
2. Research Proposal - 25%
3. Final Exam - 45%

All final grades will be reviewed by the School of Administrative Studies and the School reserves the right to modify them in order to maintain high standards.

Weekly Research Assignments (30%)

This course is taught in seminar format. Students are expected to read the designated chapters in advance of each class, prepare the weekly assignment and actively participate in the seminar discussions. During the first class students will be provided with the assignment schedule that will be based on text readings. Each assignment should be a maximum of two pages, double-spaced, 12 pitch font.

Research Proposal (25%)

Students will develop a research proposal based on an area of human resources management that is of interest. Guidelines for the proposal will be posted on the course website. The proposal is due in the last class.

Final Exam (45%)

The final exam will be cumulative and will consist of a variety of questions including short-answer and essay questions as well as mini-cases designed to test the student's ability to apply the course concepts to resolve research problems.

Course Schedule:

Class	Topic	Readings	Assignments
1	Introduction & Overview	Ch. 1	
2	Research Methods and Design	Ch. 2	Pg. 47, ex.2
3	Survey Research Design	Ch. 3	Pg. 90, ex. 3
4	Experimental Research Designs	Ch. 4	Pg. 118, ex. 2
5	Qualitative Research Designs	Ch. 5	Pg. 158, #4
6	Existing Research and Meta-analysis	Ch. 6	Pg. 176, #2
7	Development of Measures in Human Resources	Ch. 7	Pg. 194, #1
8	The Quality of Measures in Human Resources	Ch. 8	Pg. 225, Ex. 1
9	Individual Measurement Techniques	Ch. 9	Pg. 256, #1, part a
10	Group and Organization Measurement Techniques	Ch. 10	Pg. 292, #1
11	Statistical Evaluation	Ch. 11	No assignment
12	Financial Evaluation of HR	Ch. 12/13	No assignment

Missed Exam Policies

Students who miss the midterm for legitimate reasons and with appropriate documentation will have the weight of their midterm mark transferred to the final exam. Students who miss the final exam will have to petition to write a deferred final exam. The deferred exam will be closed book and cumulative. Deferred exams are not necessarily in the same format as the exam written by your section of the course. The format for the exam is not disclosed in advance nor is access to a course website provided.

Academic Policies/Information

Academic Honesty: The Policy on Academic Honesty is an affirmation and clarification for members of the University of the general obligation to maintain the highest standards of academic honesty. As a clear sense of academic honesty and responsibility is fundamental to good scholarship, the policy recognizes the general responsibility of all faculty members to foster acceptable standards of academic conduct and of the student to be mindful of and abide by such standards. Suspected breaches of academic honesty will be investigated and charges shall be laid if reasonable and probable grounds exist. Students should review the York Academic Honesty policy for themselves at:

<http://www.yorku.ca/secretariat/policies/document.php?document=69>

Students might also wish to review the interactive on-line Tutorial for students on academic integrity, at:

http://www.yorku.ca/tutorial/academic_integrity/

Students must be aware of their rights and responsibilities, for more detail please visit:

<http://www.yorku.ca/laps/students/rights.html>

Reappraisals: Students may, with sufficient academic grounds, request that a final grade in a course be reappraised (which may mean the review of specific pieces of tangible work). Non-academic grounds are not relevant for grade reappraisals; in such cases, students are advised to petition to their home Faculty. Students are normally expected to first contact the course director to discuss the grade received and to request that their tangible work be reviewed. Tangible work may include written, graphic, digitized,

modeled, video recording or audio recording formats, but not oral work. Students need to be aware that a request for a grade reappraisal may result in the original grade being raised, lowered or confirmed. For reappraisal procedures and information, please visit the Office of the Registrar site at: <http://www.registrar.yorku.ca/grades/reappraisal/index.htm>

Accommodation Procedures: LA&PS students who have experienced a misfortune or who are too ill to attend the final examination in an ADMS course should not attempt to do so; they must pursue deferred standing. Other students should contact their home Faculty for information. For further information, please visit: <http://www.registrar.yorku.ca/exams/deferred/index.htm>

Religious Accommodation: York University is committed to respecting the religious beliefs and practices of all members of the community, and making accommodations for observances of special significance to adherents. For more information on religious accommodation, please visit: <https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/wa/regobs>

Academic Accommodation for Students with Disabilities: The nature and extent of accommodations shall be consistent with and supportive of the integrity of the curriculum and of the academic standards of programs or courses. Provided that students have given sufficient notice about their accommodation needs, instructors shall take reasonable steps to accommodate these needs in a manner consistent with the guidelines established hereunder. For more information please visit the Disabilities Services website at <http://www.yorku.ca/dshub/>

York's disabilities offices and the Registrar's Office work in partnership to support alternate exam and test accommodation services for students with disabilities at the Keele campus. For more information on alternate exams and tests please visit <http://www.yorku.ca/altexams/>

Please alert the Course Director as soon as possible should you require special accommodation.

