

Summer 2020 Course Outline **SHRM 4420B Human Resources Research Methods**

Instructor: Mark Podolsky
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Class Time: Monday & Wednesday 9:30am
Location: online

Prerequisites: C+ AK/ADMS 2600 3.00 or AK/ADMS 3480 3.00.

Students are personally responsible to ensure that they have the prerequisites as stated in the course outline or in the course calendar. Students who do not have the prerequisites are at risk of being dropped from the course at any time during the course. The department will not be responsible for refunds resulting from students being dropped from a course due to a lack of appropriate prerequisites.

Required Text:

Saks, A.M., Schmitt, N.W., & Klimoski, R.J. (2009). *Research, Measurement, and Evaluation of Human Resources*. Toronto: Nelson.

Evaluation:

Midterm: 30% - on Moodle
Individual Research Proposal 40% - upload last day of term
Case Assignments 30% - case assignments worth 10% each

Course lectures

Lectures will be held using Zoom every Monday and Wednesday (as indicated in the schedule) at 9:30am. Students who are available at these times are encouraged to attend and participate in the lectures on Zoom. Lectures will be recorded for those who are unavailable during lecture times, and may be viewed at any time.

Individual Research Proposal

Individual Research Proposal Hand-in (Upload on Moodle Turnitin link by midnight last day of term): Each student will develop a research proposal and describe it in a 7-10 page paper. The research method should be described in detail, including strengths and weaknesses of the proposed design. Measures should be developed and included in the paper. The following is a rough outline that may be used as a guide for the project:

Brief literature review: 2-4 pages

Description of research idea and its importance: 2-4 pages
 Description of research methods and data analysis proposed: 2-4 pages
 Description of conclusions which may be drawn from proposed study: 1-2 pages

Case Assignments

Assignments are posted to Moodle in the week that they are due. Your solution is due on Turnitin by the following Sunday night (midnight). Your solution should use all the materials from the course to date. State any assumptions necessary to work through your solution. Using standard word processor settings and single spacing, a typical solution should be between 1-3 pages in length. There is no required page length for your solution.

Course Schedule:

Date	Topic	Reading Assignment	Note
May 4	Introduction	Ch.1 & 2	
May 6	Formulating questions: Survey	Ch.3	
May 11	Formulating questions: Survey cont	Ch.3	Assignment #1
May 13	Qualitative research, Reliability and Validity	Ch.4-5	
May 18	Experimental and Quasi-experimental designs	Ch.1 - 5	Assignment #2
May 20	midterm		
May 25	Existing Research & Meta-analysis	Ch.6	
May 27	Statistics and Analysis	Ch.11	
June 1	Quality of Measures	Ch.8	
June 3	Individual Measures	Ch.9	
Jun 8	Group & Org Measures	Ch.10	Assignment #3
Jun 10	Measuring HR	Ch.12-14	
			Project Due

IMPORTANT YORK POLICIES:

Academic Honesty (Senate Policy)

Atkinson as a Faculty considers breaches of the Senate Policy on Academic Honesty to be serious matters. To quote the Senate Policy on Academic Honesty:

The Policy on Academic Honesty is a reaffirmation and clarification for members of the University of the general obligation to maintain the highest standards of academic honesty. It outlines the general responsibility of faculty to foster acceptable standards of academic conduct and of the student to be mindful of and abide by such standards.

Faculty members are encouraged to pursue suspected cases of academic honesty with formal charges. Students should, however, review the York Academic Honesty policy for themselves at:

<http://www.yorku.ca/secretariat/legislation/senate/acadhone.htm>

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

<http://www.yorku.ca/academicintegrity/tutorial.htm>

Grade Component Deadline (Senate Policy)

The course assignment structure and grading scheme (i.e. kinds and weights of assignments, essays, exams, etc.) must be announced, and be available in writing, to students within the first two weeks of classes.

Please see Important Dates at:

<http://www.registrar.yorku.ca/importantdates/fw05.htm>

Graded Feedback Rule (Senate Policy)

Under normal circumstances, some graded feedback worth at least 15% per cent of the final grade for Fall, Winter or Summer term, and 30% for 'full year' courses in the Fall/Winter term should be received by students in all courses prior to the final withdrawal date from a course without receiving a grade, with the following exceptions:

- graduate or upper level undergraduate courses where course work typically, or at the instructor's discretion, consists of a single piece of work and/or is based predominantly (or solely) on student presentations;
- practicum courses;
- ungraded courses;
- courses in Faculties where the drop date occurs within the first three weeks of classes;
- courses which run on a compressed schedule (a course which accomplishes its academic credits of work at a rate of one credit hour per two calendar weeks or faster).

Note: Under unusual and/or unforeseeable circumstances which disrupt the academic norm, instructors are expected to provide grading schemes and academic feedback in the spirit of these regulations, as soon as possible.

For more information on the Graded Feedback Rule, please visit:
<http://www.yorku.ca/secretariat/legislation/senate/gradfeed.htm>

20 % Rule (Senate Rule)

No examination or test worth more than 20 % of the final grade will be given during the last two weeks of classes in a term, with the exception of classes which regularly meet Friday evenings or on the weekend (Saturday and/or Sunday at any time). For further information on the 20% Rule, please visit:

<http://calendars.registrar.yorku.ca/examschedules/examinfo/twentypercent.htm>. For further information on examination scheduling, and Atkinson examination exceptions to this rule, please see "Notes" in the table:

Reappraisals

For reappraisal procedures and information, please visit the Office of the Registrar site at: <http://www.registrar.yorku.ca/services/policies/grade.htm>

Accommodation Procedures:

Deferred Standing

Atkinson students who have experienced a misfortune or who are too ill to attend an examination in an Atkinson 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/services/ds_faq.htm

Students with Special Needs (Senate Policy)

York University is committed to making reasonable accommodations and adaptations in order to make equitable the educational experience of students with special needs and to promote their full integration into the campus community. **Please alert the Course Director as soon as possible should you require special accommodations.** For Atkinson specific resources, please visit the Atkinson Counselling Centre at: <http://www.yorku.ca/atkcsc>