

AP/HRM4420 3.0M
Human Resources Research Methods
Winter 2022 Course Outline

School of Human Resource Management
Liberal Arts & Professional Studies
York University

COURSE INFORMATION

Time: Thursday 4:00pm to 7:00pm

Location: on campus, Curtis Lecture Halls (CLH) F

Webpage: <https://eclass.yorku.ca/eclass/my/>

Prerequisite / Co-requisite: 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. Students are personally responsible to ensure that they have the prerequisites as stated 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.

COURSE DIRECTOR AND CONTACT INFORMATION

Dr. James Chowhan

Assistant Professor

Email: chowhan@yorku.ca

Office: ATK Room 150R

Office Hours: Wednesday 1:30 to 3:30pm (online zoom)

COURSE DESCRIPTION

The design and implementation of Human Resource Management policies, practices and systems should be based on sound evidence and research. This course will provide students with the knowledge and tools they will need to not only assess and critique research but also evaluate human resource systems effectiveness. The course provides an introduction to conducting social science research within the human resources context. Three major elements of research methods are covered:

(1) research designs (such as experimental, survey and qualitative), (2) the development and measurement of variables, and (3) the various approaches for evaluating research and human resource management effectiveness. These elements of research are presented within the context of seminal and current research topics.

COURSE ORGANIZATION AND FORMAT

This course will integrate formal lectures with group exercises and practical application. Classes will be made up of lectures, group work, and discussion sessions. Active participation is encouraged and expected. Group work will be conducted throughout the term, as such, regular class attendance is necessary. The Final Exam will cover all of the material covered in class including the group assignments. It is your responsibility to keep up with the pace of this course. It is important that you attend each lecture in order to stay on top of the course material. Class time will be provided for groups to work on group assignments and for the individual reflection assignments. Students that miss any class are responsible for catching up on the material (e.g. check with your class-mates for notes and other discussions). Class material and group work will provide the knowledge needed to complete the Research Proposal Assignment.

Class participation is important both to your learning and your professional development. I encourage questions and interactive discussions at any point during class. I will be available by email and office hours to address any questions or concerns that you may not want to raise in class.

I will make use of Eclass for class content and for posting all class announcements. You are responsible for regularly checking the site for important communications. The Course Director is not responsible for any communication that is not received.

When emailing the Course Director, please include in the subject line of the email the course number and section (e.g. HRM 4420A) and your full name.

Course and in-class time is time for practicing professional conduct, which includes treating all people with dignity and respect. Students should come to class with a focus on learning and with an understanding that this is why their peers are present. Let's treat each other with dignity and show each other respect by: (a) muting all your electronic devices, (b) avoid using electronic devices for anything other than taking notes, or following the lecture, (c) avoiding food that is noisy to eat or has a strong scent, and (d) minimize disturbances (e.g. arrive and leave on time), for example.

TECHNICAL REQUIREMENTS FOR TAKING THIS COURSE

Several platforms will be used in this course (e.g., eClass, Zoom, etc.) through which students will interact with the course materials and the Course Director.

Students shall note the following:

- Zoom is hosted on servers in the U.S. This includes recordings done through Zoom.
- If you have privacy concerns about your data, provide only your first name when you join a session.
- The system is configured in a way that all participants are automatically notified when a session is being recorded. In other words, a session cannot be recorded without you knowing about it.

Please review the technology requirements and FAQs for eClass.

With regard to the live video sessions students will not be required to join the session and appear on video. For the office hour meetings, appearing on video can aid in enhancing our engagement and connection as a group; however, appearing on video is not mandatory. At a minimum, students will need a stable internet connection and a computer or similar device with a microphone.

Here are some useful links for student computing information, resources and help:

Student Guide to eClass

Zoom@YorkU Best Practices

Zoom@YorkU User Reference Guide

Computing for Students Website

Student Guide to eLearning at York University

REQUIRED COURSE MATERIALS AND READINGS

Text Book:

Saks, Alan M., Neal W. Schmitt, and Richard J. Klimoski. (2009). Research, Measurement and Evaluation of Human Resources. Toronto: Nelson Education Ltd.

Presentation slides are available for access/download from eClass:

<https://eclass.yorku.ca/eclass/my/>

For more on using eClass, please access: <https://lthelp.yorku.ca/student-guide-to-moodle>

*Other required content will be posted on eClass.

EVALUATION

Task	Description	Weighting
Weekly Exercise or Individual Reflections	Ten assignments or reflections (with each contributing 1.5% to the final grade)	15%
Research Proposal (Individual)	Draft (20%) Final proposal (20%)	40%
Quizzes	Quiz 1 (5%) Quiz 2 (5%)	10%
Final Exam	Cumulative exam	35%
Total		100%

Weekly Exercises or Individual Reflections (15%)

Each week students will be asked to complete either an exercise or an individual reflection.

Exercises

Exercises will be conducted throughout the term, as such, regular class attendance is necessary. Students are expected to read the designated chapters in advance of each class in preparation for the weekly assignment. Each assignment will be complementary to the chapter(s) covered that week. Each exercise will be completed in class by following the instructions provided. The completed assignments should be submitted through eclass at the end of class. There will be about ten weekly assignments. Each of the submitted assignments will be marked out of 10.

Individual Reflections

When individual reflections are assigned, each student is expected to reflect on their learning at the end of the class. These reflections can record deep learning experiences, perspectives, and/or sentiments. For example, reflections can comment on the class discussion. Students may reflect on such things as: what they liked or agreed with during the discussion; what they didn't like or disagreed with from the discussion; and a topic they wish had received more class time. The reflections can be three to five lines (i.e. a short paragraph). Each student's reflection should be submitted at the end of class.

Each of the submitted reflections will be marked out of three, where one mark will be for the submission, two marks if the reflection is good and competent, and the full three marks if the reflection is excellent or exceptional. Excellent or exceptional reflections will not only address the objective of the assignment of identifying major points of content or material that they connected with or found interesting but will also support reflections with comments on why or how the points resonated and will have a quality of expression and writing.

Research Proposal (40%)

Students will develop a research proposal based on an area of human resource management that they find of interest. The objective of this assignment is that students will develop a research proposal.

Two outputs will need to be submitted: a draft research proposal is due **February 17, 2022**, while the final research proposal is due on **March 31, 2022** (submit to eClass). Detailed guidelines for the proposal will be posted on the course website.

In summary, the research proposal will identify a research question; include a literature search to support the development of hypotheses and a theoretical framework; identify the research design that will be used to address the research question(s) and hypotheses (e.g. survey, experiment, qualitative methods, and/or meta-analysis); describe the methods, measures and analyses that could be used; and discuss some of the possible results that could be expected if the research were to be conducted (e.g. examples from the literature of similar studies could be referred to in this section); and the final section will be a discussion and conclusion that discuss the implications of the study for Human Resource practitioners.

The writing in the research proposals should be professional and formal. The style should be clear and concise--minimize the use of long sentences and excessive use of quoted material. It is a good practice to copy-edit your papers, this will minimize grammatical errors and spelling mistakes.

Your draft research proposal paper should be two pages double-spaced, in 12-point font with 1-inch margins, while the final research proposal paper should be between 1800 and 2000 words (or between 7 and 8 pages in length), double-spaced, in 12-point font with 1-inch margins. Please include a title page and list of references (not included in the word count). American Psychological Association (APA) professional style formatting should be used for the paper, and references should be cited in APA style. All content that is not your own idea or information should be referenced appropriately. You must cite at least eight (8) references (with a minimum of 6 of the 8 being academic references) and include them in your list of references in your final proposal.

All written work will be marked on style, grammar, clarity, and organization, as well as content and analysis (i.e. the extent and quality of your research, analysis, and evaluation).

Exam (35%) and Quizzes (10%)

The exam and quizzes include materials covered in the course, such as the material covered in lectures, assigned readings, and any other material as indicated by the Course Director. The exam and quizzes may consist of a variety of questions such as multiple-choice, true/false, short-answer, mini-essay, and essay questions designed to test the student's ability to apply the course concepts.

In preparation for exams and quizzes, it is important that you review the required content to stay on top of the course material. It is your responsibility to keep up with the pace of this course. All exams and

quizzes will be single attempt time-limited assessments. No supporting material or aids are permitted during the exams and quizzes.

Quizzes (10%): There will be two quizzes each worth 5%. Quiz 1 will be on **February 3, 2022** covering chapters 1 to 3, and Quiz 2 will be on **March 17, 2022** covering chapters 4 to 10. Further details will be posted in eclass during the semester.

You must participate in the quizzes since there will be no other alternative dates to write a make-up. If you miss an assessment for a valid reason (as set-out in York policies), then the value of the assessment will be added to the value of your final exam, making your final exam worth the combined proportion. If you do not have a valid reason for missing an assessment, you will get a mark of zero on the assessment (i.e. quiz or exam). Thus, if you miss an assessment test for a valid reason then follow the current York policy to address the issue.

Final Exam (35%): The final exam will include the material covered in the weekly lectures, assigned readings, group assignments, and any other material as indicated. This cumulative final exam may consist of a variety of questions, such as true-false, short-answer, mini-essay, and essay questions designed to test the student's ability to apply the course concepts. The final exam will take place during the final examination period.

Please review the Grading Scheme and Feedback Policy:

<http://secretariat-policies.info.yorku.ca/policies/grading-scheme-and-feedback-policy/>

<https://calendars.students.yorku.ca/2021-2022/grades-and-grading-schemes>

"Final course grades may be adjusted to conform to Program or Faculty grades distribution profiles."

Conversion

Marks will be assigned using the following conversion scheme:

<https://calendars.students.yorku.ca/2021-2022/grades-and-grading-schemes>

MISSED ACADEMIC WORK

Lateness Penalty: Assignments received later than the due date will be penalized. All assignments are due on the specified due date otherwise a late penalty will be applied. Exceptions to the lateness penalty for valid reasons such as illness, compassionate grounds, etc., may be entertained but will require supporting documentation (e.g., a doctor's letter or a valid Attending Physician Statement). A late penalty of 5% daily will be applied for each of the first four calendar days an assignment is late (for a total of 20%), and a 10% penalty will be applied daily for each of the remaining calendar days an assignment is late.

<http://currentstudents.yorku.ca/student-forms>

<https://secure.students.yorku.ca/pdf/attending-physicians-statement.pdf>

COURSE INFORMATION FOR STUDENTS

All students are expected to familiarize themselves with the following information, available on the Senate Committee on Academic Standards, Curriculum & Pedagogy webpage (see Reports, Initiatives, Documents), some useful links:

- Religious Observance: <https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/wa/regobs>
- Grade Scheme and Feedback (Policy): <http://secretariat-policies.info.yorku.ca/policies/grading-scheme-and-feedback-policy/>
- Student Rights and Responsibilities: <http://oscr.students.uit.yorku.ca/student-conduct>
- Academic Accommodation for Students with Disabilities: <http://secretariat-policies.info.yorku.ca/policies/academic-accommodation-for-students-with-disabilities-policy/>
- Academic Honesty: <http://secretariat-policies.info.yorku.ca/policies/academic-honesty-senate-policy-on/>
- Deferred Standing Request for HRM courses: <http://shrm.laps.yorku.ca/students/deferred-exam-request/>
- Counselling & Disability Services: <http://cds.info.yorku.ca/>
- Alternate Exam/Testing Scheduling Centre: <http://altexams.students.yorku.ca/>

Important dates that students should be aware of are available at the following:
<https://registrar.yorku.ca/enrol/dates>

ACADEMIC DISHONESTY

It is the student's responsibility to understand what constitutes academic dishonesty. The University Senate Policy on Academic Honesty policy describes the responsibilities, procedures, and guidelines for students and faculty should a case of academic dishonesty arise. Please refer to the policy for a list of examples. The policy also provides faculty with procedures to follow in cases of academic dishonesty as well as general guidelines for penalties. For further information related to the policy, please refer to the University Senate Policy on Academic Honesty at the following URL:

<https://secretariat-policies.info.yorku.ca/policies/academic-honesty-senate-policy-on/>

There is also an academic integrity website with comprehensive information about academic honesty and how to find resources at York to help improve research and writing skills, and cope with University life. Students are expected to review the materials on the Academic Integrity website at:

<https://spark.library.yorku.ca/academic-integrity-what-is-academic-integrity/>

Turnitin

To promote academic integrity in this course, students will be normally required to submit their written assignments to Turnitin (via the course eClass) for a review of textual similarity and the detection of possible plagiarism. In so doing, students will allow their material to be included as source documents in the Turnitin.com reference database, where they will be used only for the purpose of detecting plagiarism. The terms that apply to the University's use of the Turnitin service are described on the Turnitin.com website.

POTENTIAL MODIFICATIONS TO THE COURSE

The Course Director and University reserve the right to modify elements of the course during the term. The University may change the dates and deadlines for any or all courses in extreme circumstances. If either type of modification becomes necessary, reasonable notice and communication with the students will be given with explanation and the opportunity to comment on changes. It is the responsibility of the student to check their York email and course websites weekly during the term and to note any changes.

STUDENT ACCESSIBILITY SERVICES

Students with disabilities who require accommodations shall, in a timely manner, provide the relevant medical, psychoeducational, or psychiatric documentation to the appropriate York Office for students with disabilities to qualify for accommodations.

York University shall make reasonable and appropriate accommodations and adaptations in order to promote the ability of students with disabilities to fulfill the academic requirements of their programs. 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 the Course Director shall take reasonable steps to accommodate these needs in a manner consistent with the guidelines established hereunder.

<http://accessibility.students.yorku.ca/>

COURSE SCHEDULE

Week	Topic	Readings and Schedule	Weekly Activities and Due Dates
1 January 13	Course overview Introduction to Human Resource Research Methods	Chapter 1	Introduction
2 January 20	Research Methods and Design	Chapter 2	Lecture
3 January 27	Survey Research Design	Chapter 3	Lecture
4 February 3	Experimental Research	Chapter 4	Lecture Quiz 1 covering Ch. 1 to 3
5 February 10	Qualitative Research Designs	Chapter 5	Lecture
6 February 17	Existing Research and Meta-Analysis	Chapter 6	Lecture Draft Research Proposal Due
7 February 24	Winter Reading Week	Reading Week	Reading Week February 19 to 25
8 March 3	Development of Measures in Human Resources The Quality of Measures in Human Resources	Chapter 7 & 8	Lecture
9 March 10	Individual Measurement Techniques Group and Organization Measurement Techniques	Chapter 9 & 10	Lecture
10 March 17	Statistical Evaluation	Chapter 11	Lecture Quiz 2 covering Ch. 4 to 10
11 March 24	Financial Evaluation of Human Resources	Chapter 12	Lecture
12 March 31	Evaluation of Human Resource systems	Chapter 13	Lecture Final Research Proposal Due
13 April 7	Last Class	Last Class	Final Exam Preview
April 10	Classes End		
April 12-29	Winter Examinations		