



Course Outline
Human Resources Research Methods
AP/HRM4420 S1 Section A – Summer 2022 In-Class

York University - School of Human Resource Management

Course Director: Ron Alexandrowich M.Ed. DHRP

E-mail: ronalex@yorku.ca

Class Time: Monday and Wednesday 11:30am – 2:30pm

Dates: May 9 to June 20, 2022

Room: Ross South 136 (RS136)

Office Hours: I do not have office hours. Please email me if you would like to meet virtually at ronalex@yorku.ca

Prerequisite / Co-requisite:

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

Required Text:

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

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. This course will also provide you with 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.

Weighting of the Course/Evaluation:

Item	Percentage	Due Date
Class Participation	20%	Ongoing
Quizzes	2 @ 15% each (30%)	May 20/June 10
Individual Research Proposal <i>Draft</i>	15%	May 29
Individual Research Proposal <i>Final</i>	15%	June 17
Final Exam – Last class - Online	20%	June 20
Total	100	

Class Participation: 20%

You will get out of class discussion what you put in. Regular attendance and participation are critical to your successful completion of this course—we cover a great deal of material in each class and later classes build on work covered earlier in the term.

I will post research articles on our class site. You are expected to complete the assigned readings prior to each class and be fully prepared to discuss the assigned readings for the day. Your task is to take a critical review of the research article. Please see class site for the document '*Critiquing a Research Paper*'.

Exams and Quizzes

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. Supporting material or aids are permitted for exams and quizzes; specifically, you are permitted to use course resources (i.e., lecture slides, notes, and textbook). Question responses that use cut and paste content from course resources or any other source (such as the internet) will not be accepted.

Quizzes (30%): There will be two online quizzes each worth 15%.

Quiz 1 Due May 20, 2022 at 11:59pm

Quiz 2 Due June 10, 2022 at 11 :59pm

Individual Research Proposal 30% - (2 parts 15% each)

Students will develop a research proposal based on an area of human resource management that they find of interest.

Two outputs will need to be submitted: a draft research proposal is due **May 29, 2022**, while the final research proposal is due on **June 17, 2022**. 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 (2) pages double-spaced, in 12-point font with 1-inch margins.

Your final research proposal paper should be between 1800 and 2000 words, double-spaced, in 12-point font with 1-inch margins (producing a paper between 7 and 8 pages in length). 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).

Final Examination: 20%

The online final exam will be held during the last day of class. More details will follow as the semester progresses. The format is to be determined.

Course Schedule:

Date	Topic	Chapter(s)	Weekly Activity
May 9	Course Overview Introduction to Human Resources Research Methods	1	Introduction
May 11	Research Methods and Design	2	Article # 1
May 16	Survey Research Design	3	Article # 2
May 18	Experimental Research	4	Article # 3
Friday May 20 @ 11:59pm	Quiz # 1 Ch 1/2/3 only	Quiz # 1 Ch 1/2/3 only	Quiz # 1 Ch 1/2/3 only
May 23 holiday	Holiday	Holiday	Holiday
May 25	Qualitative Research Design	5	Article # 4
Sunday May 29	Draft Proposal Due	Draft Proposal Due	Draft Proposal Due
May 30	Existing Research and Meta Analysis	6	Article # 5
June 1	HR Measures	7 and 8	Article # 6
June 6	Group and Individual Measures	9 and 10	Article # 7
June 8	Statistical Evaluation	11	Guest Speaker
Friday June 10 @11:59pm	Quiz # 2	Quiz # 2	Quiz # 2
June 13	Financial Evaluation of HR	12	Round Robin on Research Proposals
June 15	Evaluating HR Systems and Review	13	Round Robin on Research Proposals
Friday June 17	Final Proposal Due	Final Proposal Due	Final Proposal Due
June 20	Final exam online	Final exam online	Final exam online

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/>

