

York University - School of Human Resource Management

Course Outline

AP/HRM4420B Human Resources Research Methods

Fall 2023

Course Director/Professor: Ron Alexandrowich M.Ed. DHRP

E-mail: ronalex@yorku.ca – Please indicate the course number in your heading along with the topic when emailing me.

Dates: Sept 6 – Dec 5, 2023

Time: Wednesday 11:30am – 2:30pm

Location: HNE-033 (Health, Nursing and Environmental Studies)

Office Hours: I do not have office hours. You may set up a time to meet one-on-one using Zoom or see me in class.

Prerequisite:

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 Objectives:

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.

Textbook: (There is no e-book.)

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

Weekly Lectures:

Week	Topic	Readings and Schedule	Weekly Activities and Due Dates
Sept 6	Course overview/Review of Research Project Introduction to Human Resource Research Methods	Chapter 1	
13	Research Methods and Design	Chapter 1 and 2	Peer reviewed article – your thoughts – in class
20	Survey Research Design	Chapter 3	Retail Office Products – in class Case
27	Experimental Research	Chapter 4	Select an HRM Topic – in class Case
Oct 4	Qualitative Research Designs	Chapter 5	Quiz # 1: Chapters 1/2/3/4 – in class only
11	Reading Week	Reading Week	
18	Existing Research and Meta-Analysis	Chapter 6	Draft Research Proposal Due (Oct 22, 11:59pm)
25	Development of Measures in Human Resources The Quality of Measures in Human Resources	Chapter 7 & 8	
Nov 1	Individual Measurement Techniques Group and Organization Measurement Techniques	Chapter 9 & 10	Quiz # 2: Chapters 5/6/7/8 – in class only
8	Statistical Evaluation	Chapter 11	Very Classical – in class Case
15	Financial Evaluation of Human Resources	Chapter 12	
22	Evaluation of Human Resource Systems	Chapter 13	Final Research Proposal Due
29	Last Class	Review	

Weightings:

Task	Description	Weighting
Participation	Weekly Participation in discussion forum and/or weekly class sessions/cases	15%
Research Proposal (Individual)	Draft (20%) Final proposal (20%)	40%
Quizzes – in class only	Quiz 1 (5%) Quiz 2 (5%)	10%
Final Exam	Cumulative exam	35%
Total		100%

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 **Oct 18, 2023**, while the final research proposal is due on **Nov 22, 2023** (submit to Eclass). Detailed guidelines for the proposal will be posted on the course website.

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,

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) 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) peer reviewed 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).

Quizzes and Final Exam:

- Quizzes will be held in class only.
- Final Exam will be online.

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 (10%):

There will be two quizzes each worth 5%. Quiz 1 will be on Oct 4, 2023 covering chapters 1 to 4, and Quiz 2 will be on Nov 1, 2023 covering chapters 5 to 8. Further details will be posted in Moodle 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 Examination (35%):

The online final exam will take place during the final examination period. The final exam will be time-limited, and it is cumulative covering all course material. The date, time, and location will be announced closer to the exam date. More details will follow as the semester progresses. There will be no other alternative date to write the final exam.

In this course, all work should be completed by you alone. As such, you are not allowed to use generative artificial intelligence (AI), such as ChatGPT, to help you complete any of your work in this course (e.g., tests, papers, assignments, presentations, essay outlines, presentation scripts, etc.). If you do not know whether an online resource or tool can be used in this course, please contact me for guidance. Any use of generative AI in this course will be considered a breach of the Senate Policy on Academic Honesty. For more information, please review AI Technology & Academic Integrity: Information for Students.

