AP/HRM4420 3.0N
Human Resources Research Methods
Winter 2024 Course Outline

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

COURSE INFORMATION

Time: Thursday 4:00pm to 7:00pm
Location: Course online.
Please note that this is a course that depends on online teaching and learning. There are no mandatory class sessions corresponding to a date and time; however, the quizzes and exams have fixed dates and times. There will be no in-person interaction or activities on campus.

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

Prerequisite / Co-requisite:
Prerequisites: 1) For students in the Honours program, 66 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
Associate Professor
Email: chowhan@yorku.ca
Office: ATK Room 150R
Office Hours: Tuesday 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 is designed to foster an active learning environment and to encourage a culture of engagement. It will integrate formal asynchronous lectures (i.e. pre-recorded and posted videos) with weekly synchronous question and answer sessions (during scheduled class hours) and assignments designed to encourage practical application of the material. Participation and regular engagement are encouraged and expected. Class participation is important both to your learning and your professional development. As part of my commitment to interaction and engagement, I encourage questions and discussions at any time during class sessions or in the class discussion forum. In order to foster an environment of engagement, students are expected to come to class having already reviewed the assigned materials.

The entire course, including the submission of assignments, participation/discussion and test-taking, will take place on the course's eClass. The scheduled class time will be used to meet and discuss questions (e.g. Question and Answer periods) that have arisen during the week and to engage in learning activities. Thus, this course will have live virtual meetings during scheduled times and days of the week. These sessions are provided as an additional learning opportunity (based on individual learning styles and need) and attendance at these class sessions is not mandatory. As an online course, you can learn the course material at your own pace, following the schedule of readings, videos, and activities.

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 4420) and your full name.

http://shrm.laps.yorku.ca/

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.

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Task	Description	Weighting
Participation	Participation in discussion forum (4 periods)	5%
Research Proposal (Individual)	Draft (20%) Final proposal (20%)	40%
Quizzes	Quiz 1 (7.5%) Quiz 2 (7.5%)	15%
Final Exam	Cumulative exam	40%
Total		100%

Participation (5%)

Participation occurs through the discussion forum. There are 4 periods that you will need to participate within. The purpose of the discussion forum is to provide a place where students can share learning experiences, reflect on content, ask questions (and provide answers) related to topics and issues covered, and discuss viewpoints related to course content.   Discussion in the forum will provide us an opportunity to connect with the material and each other while sharing and developing our knowledge together. Participation will be assessed over 4 periods with the first period starting **January 11**, and with periods ending the day of class at 11:59pm for the following dates: the first period ends January 25, the second ends February 8, the third ends February 29, and the fourth ends March 21. Participation for a period can occur at any time during the periods identified. The guide for participation (which will include the assessment criteria) will be posted on the course eClass page.

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 15, 2024,** while the final research proposal is due on **March 28, 2024** (submit to eClass Turnitin). 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

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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 or page 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 (40%) and Quizzes (15%)
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 and short-answer 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 (15%): There will be two quizzes each worth 7.5%. Quiz 1 will be on **February 1, 2024** covering chapters 1 to 3, and Quiz 2 will be on **March 7, 2024** covering chapters 4 to 8. 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 (40%): The final exam will include the material covered in the weekly lectures, assigned readings, exercises, and any other material as indicated. The final exam is cumulative and will take place during the final examination period.

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 considered 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 up to seven days after which a 100% penalty will apply (in other words, seven days after the due date of the course work a 100% penalty applies and the course work will receive a mark of zero).

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/
- Grades and Grading Scheme: https://calendars.students.yorku.ca/2022-2023/grades-and-grading-schemes ; "Final course grades may be adjusted to conform to Program or Faculty grades distribution profiles."; and marks will be assigned using the grading scheme and conversion.
- 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: https://www.yorku.ca/laps/shrm/academic-resources/deferred-exam-request/
- Student Accessibility Services (also see below): https://accessibility.students.yorku.ca/

http://shrm.laps.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

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STUDENTS SUPPORT SERVICES

To help you succeed academically, York University offers a wide range of resources and services. Everything from writing workshops and peer mentorship to wellness support and career guidance is available to fulfill our LA&PS students' needs. Explore the links below to access these on-campus resources:

- Academic Advising is available to provide students support and guidance in making academic decisions and goals.
- Student Accessibility Services are available for support and accessibility accommodation when required.
- Student Counselling, Health & Wellbeing offers workshops, resources, and counselling to support your academic success.
- Peer-Assisted Study Sessions (PASS) Program provides student study sessions for students to collaborate and enhance their understanding of course content in certain courses.
- Student Numeracy Assistance Centre at Keele (SNACK) supports students in courses involving math, stats, and Excel.
- The Writing Centre provides multiple avenues of writing-based support including drop-in sessions, one-to-one appointments, a Multilingual Studio, and an Accessibility Specialist.
- ESL Open Learning Centre (OLC) supports students with building proficiency in reading, writing, and speaking English.
- Learning Skills Services provides tips for time management, effective study and learning habits, keeping up with coursework, and other learning-related supports.
- Learning Commons provides links to supports for time management, writing, study skills, preparing for exams, and other learning-related resources.
- Roadmap to Student Success provides students with timely and targeted resources to help them achieve academic, personal, and professional success.
- Office of Student Community Relations (OSCR) is responsible for administering the *Code of Student Rights & Responsibilities* and provides critical incident support.
- goSAFE is staffed by York students and can accompany York community members to and from any on-campus location, such as the Village Shuttle pick-up hub, parking lots, bus stops, or residences.

For a full list of academic, wellness, and campus resources visit Student Support & Resources.

ACADEMIC HONESTY

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. 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://www.yorku.ca/laps/decisions-petitions/academic-honesty/
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.

Students are **not permitted** to use generative artificial intelligence (AI) in this course. Submitting any work created through the use of generative AI tools will be considered a violation of York University's Senate Policy on Academic Honesty. If you do not know whether an online resource or tool can be used in this course, please contact your instructor for guidance. For more information, please review AI Technology & Academic Integrity: Information for Students.

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.

http://shrm.laps.yorku.ca/

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/

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COURSE SCHEDULE

Week	Topic	Readings and Schedule	Weekly Activities and Due Dates
1 January 11	Introduction to Human Resource Research Methods	Chapter 1	Course overview and Introduction
2 January 18	Research Methods and Design	Chapter 2	Lecture
3 January 25	Survey Research Design	Chapter 3	Lecture End of participation period 1
4 February 1	Experimental Research	Chapter 4	Lecture Quiz 1 on Topics 1 to 3
5 February 8	Qualitative Research Designs	Chapter 5	Lecture End of participation period 2
6 February 15	Existing Research and Meta-Analysis	Chapter 6	Lecture **Draft Research Proposal Due**
7 February 22	**Winter Reading Week**	**Reading Week**	**Reading Week** **February 17-23**
8 February 29	Development of Measures in Human Resources The Quality of Measures in Human Resources	Chapter 7 & 8	Lecture End of participation period 3
9 March 7	Individual Measurement Techniques Group and Organization Measurement Techniques	Chapter 9 & 10	Lecture Quiz 2 on Topics 4 to 8
10 March 14	Statistical Evaluation	Chapter 11	Lecture
11 March 21	Financial Evaluation of Human Resources	Chapter 12	Lecture End of participation period 4
12 March 28	Evaluation of Human Resource systems	Chapter 13	Lecture **Final Research Proposal Due**
13 April 4	Last Class	**Last Class**	Final Exam Preview
April 8	Classes End		
Apr. 10-26	Winter Examinations		