

AP/HRM 4420A 3.00 Human Resources Research Methods
Fall 2024 Wednesday 11:30 am

School of Human Resources Management
Liberal Arts & Professional Studies
York University, Toronto, Canada

Course Information

Time: Wednesday 11:30 am to 2:30 pm

Dates: September 4 – December 20, 2024

Exams: on campus, in person

Location: ACW 008 (Keele Campus)

Prerequisite / Co-requisite: 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

Course Director: Iryna Kalynychenko, MPA, Ph.D. Candidate, School of HRM, York University

E-mail: irynaok1@yorku.ca

Office Hours: Please email me if you would like to meet virtually.

Course Description

This course is set to prepare students to conduct business research, particularly within the context of the Human Resources Management (HRM) function in the workplace. The emphasis is placed on how to design research to develop, measure and evaluate HRM programs.

The design and implementation of HRM 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. Three major elements of research methods are covered: (1) research designs (such as survey, experimental and qualitative), (2) the development and measurement of variables, and (3) the various approaches for evaluating research and HRM effectiveness. These elements of research are presented within the context of seminal and current research topics.

This course will take place in-person. Each class, except for the first and the last class, will consist of lecture time and group work activity time. Please make sure you attend the class, because this is the only way for you to contribute to group work assignment, and to learn the material that you will rely on to prepare your proposal and do well on your final exam.

Course Learning Objectives

By the end of the course, the students will be able to:

1. Understand the essence and value of research-based human resource management approach.
2. Visualize the steps involved in the research process.
3. Develop testable research hypotheses.
4. Describe and discuss the major research designs used in human resource research.
5. Understand the ethical issues involved in conducting human resource research.
6. Understand and articulate the importance of reliability and validity in conducting human resource research.
7. Describe the different options for measuring individual, group and organizational-level variables in human resource research.
8. Design research to develop, measure and evaluate HRM programs.
9. Understand and explain how to write a research proposal.

Required Course Materials

Textbook: Wilson, Jonathan. (2022). Understanding Research for Business Students. A Complete Student's Guide. SAGE Publications, Ltd. (UK).

Additional Materials: Lecture slides and additional required readings will be posted on the e-Class page in advance before the lecture, for your review and preparation.

Evaluation

Task	Description	Weighting
Assignments	5 in-class group assignments (5% each)	25%
Research Proposal	Individual assignment that consists of two components: Draft proposal (20%) Final proposal (20%)	40%
Final exam	Cumulative written exam	35%
Total		100%

* Exact due dates will be posted closer to the beginning of the class. Preliminary due dates:

- 1) Assignments – work in groups during the class time every other week, then present as a group in class every other week
- 2) Research proposal – draft due the week after reading week, final due the last day of class
- 3) Final exam – during the official exam period (December 5 – 20)

Assignments (25%)

Every other class, students will work in small groups on a mini-case assignment. The mini-case assignments will be distributed to the students in class. You must come to class to work on the group assignment. Each group will have a set period of class time to complete their work. During the next class, your group will make a brief (5 min) presentation on your group's analysis of and the solution to the mini-case. Exception to the schedule is Assignment 3, on which the students will work in-class and present the same day, so that the presentation is not carried over until after the reading week is over and so that students can focus on preparation of the research proposals first draft during the reading week.

For each group assignment, the groups will also submit a brief report to Course Director on each student's relative contribution to the group work and assignment presentation (e.g., role performed, relative contribution to the group presentation).

Research Proposal (Draft (20%) and Final (20%))

The objective of this assignment is to develop a research proposal based on an area of human resource management that you find of interest. Two outputs will need to be submitted: a draft research proposal due mid-way through the course, and the final research proposal due on the last day of class. It is recommended that students start working on the proposal well ahead of the deadline and seek input from the Course Director early in the process.

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 to test the hypotheses; briefly 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 how you would know if they hypotheses were supported; 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, with minimum use of quoted material. 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) 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). Remember to review your paper before submission to check for clarity and any technical mistakes.

Final Exam (35%)

The final exam covers topics studied during the course, such as the lectures, assigned readings, and any other material as indicated by the Course Director. The final exam will be cumulative and will consist of a variety of questions including multiple-choice, true/false, short-answer, essay questions and mini-cases designed to test the student's ability to apply the course concepts to resolve research problems. The exam will be a time-limited, written, in-person exam, and no supporting material or aid will be permitted during the exam. The date, time, and location will be announced closer to the exam date. More details will follow as the semester progresses. In preparation for the exam, 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 and seek guidance from the Course Director on issues that are not clear.

Assignment Submission and Marking Policy

Group work assignments will be submitted for evaluation at the end of class (in Word, PDF or PowerPoint) by email or by uploading to e-Class. Proposals are to be submitted by the due date

by uploading to e-Class. Final exams will be done in-person, in-writing, with a time limit, without any course material aid at a designated time and place during the formal exam period.

Students may expect to receive their marks on e-Class for submitted work within 10-14 days after submission. Please note, final course grades may be adjusted to conform to Program or Faculty grades distribution profiles.

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.

Missed Exam: Students who anticipate missing a final exam, with a documented reason, such as illness, compassionate grounds, etc., which is confirmed by supporting documentation (e.g., doctor's letter) may request accommodation from the Course Instructor. For more information on rescheduling an exam for students currently registered with Student Accessibility Services or as a Religious Accommodation please visit: <http://altexams.students.yorku.ca/>. Please note that permission to reschedule is at the discretion of the course instructor and is not guaranteed.

Relevant resources: <http://currentstudents.yorku.ca/student-forms> ,
<https://secure.students.yorku.ca/pdf/attending-physicians-statement.pdf>

Important Course Information for Students (briefly)

All students are expected to familiarize themselves with the following information:

- 2024-2025 Academic Calendar: <https://calendars.students.yorku.ca/>
- Grading Scheme and Feedback Policy: <https://calendars.students.yorku.ca/2023-2024/grades-and-grading-schemes>
- Important dates that students should be aware of are available at the following: <https://registrar.yorku.ca/enrol/dates>
- Religious Observance: <https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/wa/regobs>
- Grade Scheme and Feedback (Policy): <https://secretariat.info.yorku.ca/files/Grading-Scheme-Policy-Approved-by-Senate-20201126-effective-20230901.pdf?x63886>
- Student Rights and Responsibilities: <http://oscr.students.uit.yorku.ca/student-conduct>
- Student Accessibility Services: <https://students.yorku.ca/accessibility>

- Academic Honesty: <https://www.yorku.ca/gradstudies/students/current-students/regulations/academic-honesty/>
- Deferred Standing Request for HRM courses: <https://www.yorku.ca/laps/shrm/academic-resources/deferred-exam-request/>
- Student Counselling, Health, and Well-being: <https://students.yorku.ca/counselling>
- Alternate Exam/Testing Scheduling Centre: <http://altexams.students.yorku.ca/>

Course Schedule – Fall 2024 term

Week	Topic	Assigned Readings	Activities due
1 September 4	Course overview. Introduction to research methods in the Human Resources Management context. Ethics in Business Research.	Chapter 1 (Intro) Chapter 7 (Ethics) *Chapters 4 (Lit Review) and 8 (Researching Organizations) – please read by Oct 23 (for the research proposal)	Introduction. Forming groups. Review of research project proposal assignment.
2 September 11	Choosing your research direction. Developing your research proposal.	Chapter 2 (Research Direction) Chapter 3 (Research Proposal) *see above	1 st group assignment work in-class
3 September 18	Research methods and design. Validity and reliability in qualitative and quantitative research.	Chapter 5 (Research Methods) Chapter 6 (Research Types, pp. 135-142 & 158-163) *see above	1 st group assignment presentations in-class
4 September 25	Qualitative research designs. Case study and action research. Observations, interviews and focus groups.	Chapter 6 (Case study and Action research, pp. 143-151) Chapter 12 (Interviews and Focus Groups) Chapter 13 (Observations) *see above	2 nd group assignment work in-class
5 October 2	Quantitative research designs. Survey, experimental and quasi-experimental research.	Chapter 14 (Questionnaires) Chapter 6 (Experimental Design, pp. 152-158) *see above	2 nd group assignment presentation in-class

6 October 9	Secondary data research and meta-analysis. Writing-up your research proposal.	Chapter 10 (Secondary Data) Chapter 11 (Social Media) Chapter 18 (Dissemination)	3 rd group assignment work in-class and presentation
Reading Week, October 12 – 18, no classes			
7 October 23	Development and quality of measures in Human Resources. Individual, group and organization measurement techniques	Supplemental reading material (posted online in advance)	Draft proposal due
8 October 30	Qualitative analysis	Chapter 15 (Qual Analysis) Supplemental reading material (posted online in advance)	4 th group assignment work in-class
9 November 6	Quantitative analysis	Chapter 9 (Sampling) Chapter 16 (Quant Analysis) Supplemental reading material (posted online in advance)	4 th group assignment presentation in-class
10 November 13	Financial evaluation of Human Resources	Supplemental reading material (posted online in advance)	5 th group assignment work in-class
11 November 20	Evaluation of Human Resource systems	Supplemental reading material (posted online in advance)	5 th group assignment presentation in-class
12 November 27	Review, Q&A session		Final proposal due
December 3	Last day of classes at York University, Fall 2024 term		
December 5 - 20	Final exam period at York University – Final exam date and location TBD		

Potential Modifications to the Course

The Course Director and the 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.

Academic Honesty and Integrity

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/>

Comprehensive information about academic honesty, along with information about how to find resources at York to help improve your research and writing skills and cope with University life, can be found at: www.yorku.ca/academicintegrity/ . 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/>

To promote academic integrity in this course, students will be required to submit their written assignments to Turnitin (via the course e-Class page) 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.

Conduct in Academic Situations

Students and instructors are expected to maintain a professional relationship characterized by courtesy and mutual respect. It is the responsibility of the instructor to maintain an appropriate academic atmosphere in the classroom and other academic settings, and the responsibility of the student to cooperate in that endeavour. Further, the instructor is the best person to decide, in the first instance, whether such an atmosphere is present in the class in keeping with the Senate Policy and Procedures on Disruptive and/or Harassing Behaviour in Academic Situations (<https://www.yorku.ca/secretariat/policies/policies/disruptive-andor-harassing-behaviour-in-academic-situations-senate-policy/>).

Religious Accommodations

York University is committed to respecting the religious beliefs and practices of all members of the community and making accommodations for observances of special significance to adherents. Should any of the dates specified in your course syllabus pose such a conflict for you, contact the Course Director within 14 days of the date for which accommodation is sought. Other procedures are outlined in the York University policy, guidelines and procedures on Academic Accommodation for Students' Religious Observances

(<https://www.yorku.ca/secretariat/policies/policies/academic-accommodation-for-students-religious%20observances-policy-guidelines-and-procedures/>). Please note that to arrange an alternative date or time for an examination scheduled in the formal examination periods (December and April/May), students must complete an Religious Accommodation Agreement, which can be found at: <https://registrar.yorku.ca/pdf/exam-accommodation.pdf>

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 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.

York Accessibility Services: <http://accessibility.students.yorku.ca/>

Academic Skills Support

York University Libraries (www.library.yorku.ca) and the Learning Commons (<https://learningcommons.yorku.ca/>) provide students with academic support for their course assignments and research requirements. The Libraries offer an array of supports, services, workshops, resources and people available to help ensure continued success during a student's academic career.

Centre for Human Rights, Equity, and Inclusion

The Centre for Human Rights, Equity and Inclusion (<https://rights.info.yorku.ca/>) facilitates confidential processes to discuss allegations of discrimination and harassment by York Community members. There are also robust training opportunities and workshops available to the community year-round.

Counselling, Health, and Well-Being

Student Counselling, Health & Well Being (<https://students.yorku.ca/counselling>) supports students in realizing and developing their personal potential in order to maximally benefit from their university experience and manage the challenges of university life. Services include: peer-led workshops, certificate training programs, support groups, same-day and appointment-based counselling, short-term therapy, and more.

Sexual Violence Response and Support

The Centre for Sexual Violence Response, Support and Education (<https://thecentre.yorku.ca/>) facilitates support, services and accommodations for those who have experienced sexual violence. The support offered is based on the needs and wishes of the person disclosing/reporting.

Student Community Relations

The Office of Student Community Relations (<https://oscr.students.yorku.ca/>) supports students impacted by critical incidents, facing personal crises or multiple complex issues, such as, but not limited to, critical illness or injury of a student, student death, attempted suicide and sexual assault. OSCR provides advice, referrals, alternate dispute resolution methods and judicial processes (local adjudication, tribunals).