

Course Syllabus

EHRD 491
Research in Human Resource Development
Spring, 2009
Texas A&M University

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Class Time
Section 501 MW 12:40-1:30
Section 502 M 1:50 – 3:50

Final
Monday, May 11, 10:30-12:30
Tuesday, May 12, 3:30-5:30

I. Course Description

This course examines an overview of various types of investigative techniques currently employed in human resource development (HRD) including the context of HRD research, planning HRD research, styles of HRD research, and strategies for data collection and researching.

II. Rationale

The purpose of this course is to teach students how to conduct their own HRD research and how to read with understanding the research that others have completed. The focus is on the application of various research methods and techniques in an attempt to increase the students' grasp of the research process.

III. Prerequisite

Classification as a Junior or Senior or instructor approval.

IV. Materials List

McMillan, J. H. (2008). *Education research: Fundamentals for the consumer* (5th ed.). Boston: Pearson Education, Inc.

Students will be studying various research articles this semester. Articles will be posted on Blackboard. Students are expected to write and reference course material according to the American Psychological Association (5th edition) guidelines.

V. Learning Outcomes

Upon completion of this class, students will be able to:

1. discuss the nature and purpose of HRD research.
2. identify an HRD research problem.
3. utilize elements of the research process to write a research proposal.
4. discuss ethical concerns in HRD research.

5. utilize the methods of selection of research participants including sampling procedures.
6. identify and utilize the methods of reading and evaluating HRD research reports.
7. differentiate among the methods of experimental research, descriptive research, qualitative research, and action research.
8. discuss measurement and data analysis issues in HRD research.
9. utilize and discuss action focused research methods for organizational research.
10. read, understand, critique, and use published reports of research..

Requirements

1. Students are required to attend class prepared to take part in discussions and class activities
2. Students are expected to complete all assigned readings, outside assignments, and homework. Written assignments must be typed and turned in on time. Assignments are due at the beginning of class on the dates established in class. Please do not e-mail assignments to the instructor. Late work will not be accepted.
3. Quizzes will be given at the beginning of class. Students who are absent or late to class will not be allowed to make-up missed quizzes.
4. Students are expected to conduct themselves in a manner that is respectful of all classmates and conducive to learning. Therefore, please turn-off and put away all cell phones prior to the beginning of class.

VI. Grading Policies

Student grades will assessed according to the following criteria:

Unit Exams (3)	300 points
Research Proposal	100 points
Quizzes/Outside Assignments	<u>100 points</u>
	500 points

500 – 450 points	A
449 – 400 points	B
399 – 350 points	C
349 – 300 points	D
299 and below	F

VII. Attendance Policy

All students are expected to attend and participate in every class. Students are responsible for any work missed due to absences and, therefore, should make arrangements with fellow classmates to attain missed material.

The professor must be notified prior to exam time if an exam must be missed (due to illness, etc.). The absence must be considered excused by the

university and written documentation provided on the day the student returns to class for a make-up test to be administered. Make-up tests will be administered on Tuesday, May 5th, the last day of the semester at 6:30am in Read 167.

VIII. Aggie Code of Honor

Aggies do not lie, cheat, or steal, nor tolerate those who do.

The Aggie Code of Honor is an effort to unify the aims of all Texas A&M men and women toward a high code of ethics and personal dignity. For most, living under this code will be no problem, as it asks nothing of a person that is beyond reason. It only calls for honesty and integrity, characteristics that Aggies have always exemplified. The Aggie Code of Honor functions as a symbol to all Aggies, promoting understanding and loyalty to truth and confidence in each other.

All students are expected to abide by the Aggie Honor Code. Students should be aware of all Honor Council Rules and Procedures on the Honor Council website at www.tamu.edu/aggiehonor.

IX. Plagiarism

As commonly defined, plagiarism consists of passing off as one's own the ideas, words, writings, etc. which belong to another. In accordance with this definition, you are committing plagiarism if you copy the work of another person and turn it in as your own, even if you should have the permission of that person. Plagiarism is one of the worst academic sins, for the plagiarist destroys the trust among colleagues without which research cannot be safely communicated.

X. Use of Copyrighted Material

The materials used in this course are copyrighted. These materials include but are not limited to syllabi, quizzes, exams, lab problems, in-class worksheets, review sheets, and additional problem sets. Because these materials are copyrighted, you do not have the right to copy the materials unless permission is expressly granted.

XI. Americans with Disabilities Act

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact the Department of Student Life, Disability Services in Room B118 of Cain Hall or call 845-1637. Helpful information is located at <http://disability.tamu.edu>.