

HRE 495 I – Research in Organizations and Institutions

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Course Description

HRE 495 is a four credit hour course accomplished in two sections. The course provides an overview of research with a focus on real-world application and an opportunity to accomplish a personally relevant capstone project. The first section, HRE 495 I, provides a general orientation to research and an integrating framework for related approaches and methods included in the core HRE Online courses. In the core courses, research-based processes, methods, and concepts enhance and expand on this initial model, providing the student with a systematic approach to design, development, delivery, and evaluation of interventions and organizational/institutional performance. During the final section, HRE 495 II, students have the opportunity to select a personally relevant capstone project as a culminating activity for their degree program. This project enables the student to highlight skills, demonstrate competency, integrate learning across their program, and/or accomplish a meaningful intervention in a real-world context.

While the two sections are part of a single course, they are also independent elements in respect to scheduling, requirements, instructional support, and student performance evaluation. Student records will reflect both sections with separate grades for each. The intervening time between the two sections creates an opportunity for additional expansion of concepts and exploration of personal interests. An online e-portfolio creates a personal library of program-related materials including the capstone project required as the course product for HRE 495 II. Students may use the online portfolios in support of skill demonstration, work samples, personal learning journals, and/or as an integrating theme that supports their program learning goals.

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Course Objectives

By the end of this course you should be able to conduct a small-scale research study. Being able to conduct a study means you are able to:

- identify a “researchable” question,
- find and review relevant research literature,
- choose an appropriate research approach,
- identify the type(s) of data to be collected,
- collect data,
- analyze data,
- use data analysis results to address the research question(s),
- report results, and
- make use of the results to better understand a situation/program/organization, or to solve any research problems.

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Course Content

This course provides a conceptual and theoretical exploration of research in organizations and institutions with particular emphasis on action research and principles of scholarship.

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Grading Criteria

The first section of this course (HRE 495 I) will be graded pass/fail. To achieve a course grade of "pass," each of the required course assignment must be completed at a level satisfactory to the instructors.

To achieve an assignment grade of "pass," each required course assignments must be turned in on time in the manner specified in the assignment/activity description. Each assignment must be completed at a level satisfactory to the instructors to earn a grade of "pass." If an assignment earns a grade of "fail," the student has one week from the day the assignment was returned to resubmit the assignment for a grade of "pass."

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Course Requirements

Required course elements include reading assignments, individual and group module and learning cycle activities, submission of an e-portfolio, and a capstone project. Details about the e-portfolio and capstone project will be included in the course modules.

1. Assignment 1: Reflecting on Research.

The purpose of this activity is to reflect on your previous experience with research, identify opportunities for course relevance, and set personal expectations for HRE 495. Answer each of the questions below and submit your work to the [Assignment Dropbox](#) for Assignment 1.

1. How have you used and/or been involved in research activities?
2. How might you use research processes/knowledge in your professional practice?
3. How might you use the capstone project requirement to accomplish a personal learning or professional goal?

2. Assignment 2: Opportunities to Use Research.

The purpose of this activity is to reflect on potential problems or questions that might initiate research. Reflect on your current position (or an environment you are familiar with) and propose five questions or problems that could be informed or solved by research.

3. Assignment 3: Potential Research Questions and Sources of Data.

The purpose of this exercise is to develop potential research questions and identify sources of data that could be used to help answer the questions.

1. Develop at least three potential research questions for your current (or former) organization or institution.
 2. Create a list of at least three data sources that you could use in answering each of the questions. (Remember: Library resources aren't data; they typically don't help you answer your research questions. Where will you go to gather data that will help you answer your questions and thus solve your research problem?)
4. Assignment 4: Library and Web Search.

The purpose of this activity is to use library and web resources to identify potential sources for organizational/institutional research. Use online library research tools to locate:

1. Three scholarly (from peer-reviewed journals) articles that you could use in the literature review if you were doing a research project relating to **learning assessment**. Post a reference list of your three articles in the [Assignment 4 Discussion Forum](#) by **Tuesday, October 30 at noon, CST**. Use APA format, 5th edition, for your reference list. A simple web search should turn up several examples of references formatted according to APA guidelines.
 2. Hatcher, T. (2005). Research integrity: Ensuring trust in the Academy. *Human Resource Development Quarterly*, 16(1), 1-6. (After locating this article, you may want to save an electronic copy of it, or even print out a copy. You will need it for a reading assignment later on in this course.)
5. Assignment 5: Human Subjects Training Module.

Review the *Human Subjects Training Module* and complete the *Human Subjects Quiz* on the UIUC IRB website (<http://www.irb.uiuc.edu/?q=education/module1-training.html>).

When you have successfully completed the course and the quiz, a personalized certificate will be generated. When the certificate appears, use the "save as" tool to save a copy of your certificate to your local machine. Post the copy of your certificate of completion as an attachment in the [Assignment 5 Assignment Dropbox](#).

NOTE: There are other sections of the IRB website (e.g., Investigator Handbook, IRB Administration, Forms & Instructions, etc.) that are excellent resources, but are NOT required for this assignment. You are only responsible for reviewing the *Human Subjects Module*, in the Education section, which is where the link above directs you.

6. Assignment 6: Presenting Research and Conclusions.

The purpose of this group activity is to practice drawing conclusions from research and summarizing research information for presentation. Select one of the

research articles provided; both have the results/conclusions section removed.
Read the articles and:

1. Draw two potential conclusions based on the purpose/problem, design, data collected and analysis conducted.
2. Make one recommendation based on the research for an organization/institution that might have commissioned this research and have a similar problem/situation.
3. Create a brief (no more than 4 slides) PowerPoint presentation that summarizes the research and shares the conclusions and recommendations.

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