HRDE 673: Applied HRD Research, Part 2

CLASS XXVII: SPRING 2019

HRD RESEARCH PROJECT

The purpose of this project is to provide you with an opportunity to apply what you're learning in this class, the program and your readings in a final comprehensive project which is meaningful to you. A description of the project and the topic is due to be posted in Word on Canvas by 4 pm on January 18, 2019 (see Appendix B); a first-draft bibliography in APA style (not annotated), with worksheets, for the project is due in Word by 4 pm on February 27, 2019 via Canvas, and the final research project is due to be posted in Word by 4 pm on April 26, 2019 via Canvas. (The first-draft bibliography should list the title of your paper and each hypothesis you’re studying, as well as indicate which articles are empirical articles; see attached example. The first-draft bibliography should also include completed worksheets for each empirical article you reference.)

Provide a cover page with your name(s), date, topic title, and your hypothesis(es). Text should be typed, double-spaced, 12-point Times New Roman font, and non-justified right margins. All references should be in APA style; please leave a 1 inch margin around all pages, and number each page after the cover page. Citations in the body of the paper should also be in APA style. (Note: It is not necessary to provide an abstract for this assignment.) Do NOT double-double space between paragraphs; set your default paragraph setting at single space and hit enter only one time at the end of a paragraph or section. Use inclusive language; avoid his/her which can usually be done by “pluralizing” the subjects. Be sure to use FORMAL (3rd person) language in this paper; it is an academic paper, not a conversation. (For example, instead of writing “I think the research overlooked….”, just write “The research overlooked an important…..”) DO NOT QUOTE from the articles; use your own words and provide proper citations.

The literature review will require a minimum of 10 pages (excluding the cover page, de-briefing(s) and reference pages) to be covered adequately. (Do not turn in a paper more than 14 pages, but your paper should be at least 10 pages.) The literature review is to be written in NARRATIVE form, not in a bullet-like fashion, but do label each section per the outline for your project (i.e. Problem Definition, Review of the Literature, etc.) Be sure that you allow enough time to get inter-library loan articles, if necessary, and other materials to do your project.

Because of a short time frame, it is absolutely essential that you post your paper by 4 pm on April 26, 2019 in order to receive a final grade for graduation. If you're able to turn it in sooner, great--thanks a lot! (Please email me if you post your final project before April 26th so I can try to review it in advance.)
HR/HRD LITERATURE REVIEW
(individual, partner or small group--no more than 4 members--project)

Note: If a person has an incomplete in any course, any outstanding assignments, or a cumulative GPA of less than 3.0, he/she cannot partner with other students for this assignment.

Complete a literature review that will help you address an important HR/HRD problem you are facing currently or in the future in your workplace, or HR/HRD topic that interests you.

One way to start thinking about what you want to investigate is to first “Look & Reflect”: Personal observations, interests, hunches and gut feelings may be the most reasonable and viable starting point for locating research-worthy problems. Remember that you are not just deciding on a “topic;” you are deciding on a research problem and a hypothesis. Throughout the course of your daily activities, you may encounter work situations in which you feel the current state is far from the ideal state; these situations may be something to think about. Not all of these situations may be research-worthy, however; they may just indicate that your organization isn’t aware of solutions to these situations.

The second step is to “Read”: Find out what is already known about your topic/research problem. This is the most important step in determining if your observations, hunches, or interests have valuable scholarly literature addressing them. Be sure that you are accessing empirical research on the topic, not just opinions or practitioner-oriented articles--through the XU Library Databases.

Once you have looked, reflected, and read before you decided upon your research problem and hypothesis(es), review at least 4 and no more than 6 empirical research articles on your topic. Make sure these articles are empirical articles (i.e., have research hypotheses, the authors collected and analyzed data themselves, they drew conclusions from their analyses.) Empirical information is based on experiment or observation--ideas that have been tested. There are many topics that have fostered interesting speculation and even theory, but not all of them have been examined systematically in an empirical manner. (Hint: Just because an article has "numbers" in it does not mean it's empirical. A number of articles are reports of the results of surveys--they're more descriptive in nature--but they do not derive from testable hypotheses.) Articles that are primarily reviews of the research literature (or are meta-analyses) do not meet the requirements for this assignment. You can also include other non-empirical articles for background only in your paper, but you need to have at least 4 empirical articles reviewed. Your empirical articles must be included on your draft bibliography and approved by me; you cannot change the final articles used in your paper unless approved by me in advance. (Articles reviewed in class or used in the article review assignment in the Fall cannot be used for this paper.)

In choosing your empirical articles, be sure to use:
1. multiple databases from the XU Library (at least 2)
2. multiple journals (at least 3 separately titled journals)
3. no more than two articles on studies conducted outside the US
4. no more than 2 articles with the same author/co-authors
5. NO meta-analyses can be included as one of your empirical articles; these articles are not based upon original research but combines the research of many studies.
NOTE: This is not just a repeat of the article review assignment times 4 articles! Your paper should not be a review in detail of each article separately. It should be an integrated review relating to the problem and hypothesis(es) you've chosen for your literature review.

A good first step in this project is to read a few "review of literature" sections in some empirical journal articles to get a sense of the purpose and substance of a literature review. Note again that they don't dissect each article thoroughly; the bulk of the review is integrating the articles and relating them to the hypotheses/problem. Sometimes these reviews are included in the introduction section, and sometimes there is actually a section called "literature review."

Information on Literature Reviews

An important step in the research process is to review the thinking and research relevant to the topic at hand. Only by becoming thoroughly familiar with prior research and theory can you hope to contribute something that others will build upon, thereby extending a discipline's knowledge base. A review of the literature safeguards against undertaking a study that may have already been done, that may not be feasible to conduct, or that may be trivial or insignificant when set against the research needs in a particular field.

The Search Process

The danger in being too focused in a study is that it may have been done previously, it may be an insignificant issue, or that the researcher may not be able to find enough literature on a particular topic. Having only a vague sense of a problem area may result in such a broad search that it's unmanageable. The ideal topic is somewhere in between

1. **Finding the Literature**
   A first step might be to begin with an overview of the conceptual literature. Sources that might relate to HRD that provide overviews are Swanson & Holton's *Foundations of Human Resource Development*, Sredl & Rothwell's *ASTD Reference Guides*, Robert Craig's *Training and Development Handbook*, the *Training & Development Yearbook* (in reference), and many other texts that offer overviews of the field of HRD.

   Once you have honed in on a specific research topic, you will need to do a specific literature search, using the library's computerized indexes. ABI/Inform, Academic Search, PsychInfo, Business Source Complete, ERIC and the Electronic Journals Collection are accessible remotely through the library's website at http://www.xavier.edu/library. Some of these indices have full-text capability and some only provide abstracts. **Do not use the general “Search @ XU” function** on the Library’s home page; it is not appropriate for this assignment and will only serve to make things harder for you. **Go to** [http://libguides.xavier.edu/empirical](http://libguides.xavier.edu/empirical) or to the Library LibGuides Guides--[https://libguides.xavier.edu/c.php?g=203259&p=1341259](https://libguides.xavier.edu/c.php?g=203259&p=1341259) for more information. **Remember:** Not all journals are indexed in this fashion. Some US and international journals may not show up in your computerized search.

2. **Selecting the Sources for Review**
The thoroughness of a literature search depends on the specificity of the topic, the resources of the library, the researcher's mastery of library techniques, the time available for the search, and the ingenuity or creativeness of the researcher in uncovering relevant sources.

After accumulating a reasonable list of references that appear to be directly related to the problem area, you should start reading some of these articles or research studies. Be sure to read the references at the end of the articles for help in finding new sources or verifying that you have found other relevant research. Usually the references in the online articles can be directly accessed by clicking on the reference; searches of the authors can be done this way as well.

The following questions can be reviewed to help you determine if the sources are relevant:

a. Is the author an authority on the topic, one who has done much empirical work in the area, or one who has offered seminal theory upon which subsequent research and writing has been based? If so, that author's work will be quoted by others and listed in bibliographies on the topic. If you look at the article online, it usually lists how many times that article has been cited by others. Does there appear to be a conflict of interest evidence for the person(s) doing, sponsoring or disseminating the study?

b. When was the article written? As a rule, more recent empirical research should be included. **I strongly advise to limit your empirical articles to the last 18 years, although there may be one seminal work that helps thoroughly discuss your hypothesis. Your topic may need to be limited to the last 10 years if it involves studies involving technology.**

c. What exactly was written about or tested? If a particular research study is highly relevant to your present interest, and has been used as a foundational resource for other studies, it should be included even if the "who" or "when" criteria are not met.

d. What is the quality of the source? A thoughtful analysis, a well-designed study, or an original way of viewing the topic is probably a more significant piece of literature.

e. What is the quality of the journal? Generally speaking, practitioner journals such as Training, T+D, and HRMagazine do not publish empirical articles. Refer to your list of journals listed at http://libguides.xavier.edu/empirical for some guided help; there are many HRD, education, management and psychology journals that publish high-quality empirical articles (i.e. Human Resource Development Quarterly, Performance Improvement Quarterly, Organization Development Journal, Human Resource Management, etc.).

3. Writing the Literature Review

A literature review demands more than annotating a list of sources; it is a narrative essay that integrates, synthesizes and critiques the important thinking and research on a particular topic.

Imagine that someone who has no knowledge about a topic is having a conversation with you. The novice would have many questions before being able to understand the topic:
1. Who seem to be the major authorities on the topic?
2. What are the major themes, theories or points of view about the topic?
3. What is the single most important source of information on the topic?
4. When was most of the work done?
5. What have been the major breakthroughs or results of research?
6. What research is currently being conducted in this subject area?
7. What research still needs to be done?
8. What is unique and worthy of note from this literature?

References


LITERATURE REVIEW FORMAT
(see sample posted in Canvas > Assignments > HRDE 673)

For the purposes of this assignment, use the following outline to report what you learned and how you plan to approach your issue. LABEL EACH SECTION, BUT DO NOT LIST EACH OF THE QUESTIONS AND ANSWER THEM SEPARATELY. THIS SHOULD BE A NARRATIVE, INTEGRATED APPROACH. Whatever you cite in your paper must be included in the reference list, even if it wasn't an empirical article. Be sure to summarize; DO NOT quote from the articles. Use formal language, 3rd person, not "You will learn...", “I learned”, for example. "You or I or We" is too informal. Continue to use non-gender specific language; pluralize your subjects if necessary to avoid the "his/her" issue. NO QUOTES.

I. Cover Page, with your name(s), course title, title of paper, hypothesis(es) and date.

1. Problem Definition (1-2 pages)

What is the business problem you're trying to address? Specifically, what is your hypothesis? Why is it significant to you? To your organization? To the field of HR/HRD? What is the scope of your review, i.e., what topics will you review? What do you hope to learn by conducting this literature review?

Assume the reader knows nothing about the topic. In most cases, the intro/problem definition will begin very generally, explaining the nature of the subject and then gradually narrowing the focus to the specific topic to be reviewed.

This section usually contains some “background” citations; these may be articles you read to become more familiar with the issues but that are not empirical articles. This gives credence to your statement about why this problem/hypothesis is important enough to be studied. All citations should be included in the reference list.

But, be sure to address the question, “What are the SPECIFIC research hypotheses of your study?” And be sure to state the hypothesis(es) in the form of “Is there a relationship between x and y?”

This section should provide the reader a clear understanding of your business problem and your hypothesis(es).

2. Review of the Literature (the bulk of your paper)

Briefly review each article that is relevant to your topic. What did the study actually do, and what are the key things each researcher learned by doing their study? Briefly, what was the sample, data collection methods, industry, etc. Remember, the reader needs to have enough information to determine if it is a legitimate study to include in your review. How might each study be useful to you in addressing your problem? What are the limitations of each study? You might discuss the criteria used in selecting the literature for review--why were some included and others ignored? How do the articles relate to the hypothesis/business problem? Be very specific about whether each supports/doesn’t support
Your hypothesis.

The body of the review should be the critical synthesis of material reviewed. It involves more than merely annotating or summarizing sources. Themes and/or sub-themes may have emerged from your search. Chronological discussion of the articles within these themes may be logical. Again, this should not be a detailed review of each article separately. Review the intro/literature review sections of articles again to get a feel for how they integrate their findings. For example, "Five empirical articles provide clarity to our hypothesis of ‘Is there a relationship between gender and career success.’ We will review this theme of ..... and show how three of the articles support our hypothesis and two provide contradictory results.”

Be sure to provide enough information about the studies so that the reader can understand the context and their results fully and see how you’re relating them to your business problem.

3. Discussion (2-3 pages)

Summarize what you learned about your topic in this section. What are the implications of this literature review for how you would approach your problem? What is the relationship to your hypothesis? Did it prove/disprove your hypothesis? Was there not enough information to help you prove/disprove? What are the overall weaknesses and strengths in the literature? Are there gaps in the topic's conceptualization or research efforts? What future research should be done in this area that would help you be more effective? Do you think future research is needed in resolving your business need? Explain your answers. Make sure that you have a strong conclusion in the Discussion section. (In the Discussion section, do not bring in any additional information on your topic, such as additional literature; this section should be the summary and conclusions from your literature review.)

4. References

Reference all the articles, including non-empirical ones, you cited in your literature review. Look at the example provided; be sure to provide a Document URL or DOI for each empirical article so I can review it.

5. Debriefing (1-2 pages)

What did you learn personally by doing this literature review—not about your topic but about yourself, your research interests, comfort level with the assignment, relevance of research methods, etc. If more than one person contributed to this literature review, each person should write a separate debriefing section and include it in a separate file, posted separately for each writer. Be sure to include a cover page with the writer's name on that person's debriefing section. Be sure to include information on learning in the collaboration process between you and your partner(s).
Appendix A: Choosing a Topic

Is there some HR/HRD issue facing you in your workplace which warrants further investigation? Is one coming down the road? Or is there an HR/HRD issue that you've been interested in learning more about for your own personal or professional development? This project can give you the opportunity to investigate further.

Another way to think of topics is to browse your course materials and think about issues that interest you. Browse through your textbooks, magazine and journal articles or journal abstracts to get a feel for current HR/HRD issues.

Examples of possible HR/HRD research topics include:

1. My organization is concerned about what it perceives to be a high turnover rate in its first-line supervisors. They want me to find out what research indicates to be factors possibly influencing this turnover.

2. All the new management trainees are given a one-week orientation course and then assigned a manager with whom to work for one month. Management is interested in finding out if there are ways to ensure that the training is being reinforced with the trainees.

3. Our business is tinkering with the idea of forming some self-managed work teams for the plant floor. They want me to find out if there's any research that shows differences in productivity between types of teams vs. individuals.

4. I've been interested in learning whether there's been any empirical research done that indicates whether high morale or "employee engagement" positively affects productivity.

5. My company is interested in looking at executive coaching for its executive team; they want to find out if there's any research that shows that it has an effect on business results.

6. We've been using different types of performance management/evaluation systems for years. One of our systems uses performance evaluation ratings to determine raises. We don't know if it has any effect on performance of individuals. Is there research on performance management systems that shows differences in performance depending upon type of system? Or are there differences in performance with any system?

Choose a topic that is relevant to your job, or desired job, or one that just interests you--the more you're interested, the more value you'll receive for your time. Too broad a topic and you'll be overwhelmed with research; too narrow and you'll feel like you can't find enough material. Don't be afraid to broaden or narrow your issue if necessary; that's part of what the research process is all about.

Have fun!
Complete the following information and post it in Word on Canvas by 4 pm by January 18, 2019. (The appendix is posted in Canvas as a Word document in Assignments > HRDE 673.)

Name(s) with emails:
__________________________________________________________

Brief description of the topic. Be sure to include enough information so that it can be determined if this is an appropriate topic for the project.

What is the business problem you want to address/investigate? One of the most frequent problems in doing research is not being specific enough with the business problem, or doing research that doesn't stem from a business problem at all! See the previous page for examples of research topics related to business problems.

What specifically is your hypothesis(es)? (Is there a relationship between X and Y?) Put it in the form of a question (sorry Alec Tribeck!). One of the other most frequent problems in doing research is having way too many hypotheses--focus!

(I will email you within a week with feedback. If you change your mind about your topic, or change the scope of the project--broaden or narrow it—you need to let me know as soon as possible and receive approval.)
Complete the following information and post it in Word on Canvas by **4 pm by January 18, 2019.** (The appendix is posted in Canvas as a Word document in Assignments > HRDE 673.)

**Name(s) & emails:** Mary Jones (jonesm@xavier.edu) & Bill Smith (smithyb@xavier.edu)

**Brief description of the topic.** Be sure to include enough information so that it can be determined if this is an appropriate topic for the project.

Mentoring is a tool to help develop individuals within an organization. It’s believed, but not necessarily tested, that mentoring increases retention and an individual’s success rate within the organization. Many companies are using mentoring to help retain and accelerate the growth of women and minorities. Implementing a formal mentoring program can be difficult, time consuming, and if not done correctly, have a negative impact. HR departments are looking to make the program as effective and efficient as possible.

In a structured mentoring program, the question of how to pair mentors and mentees is one that’s challenging. Will self-selection vs. appointment make for a more successful program? If pairing isn’t done correctly, productive time will be spent with no results and as a result could impact the attitude of both the mentor and mentee toward each other and the organization.

**What is the business problem you want to address/investigate?** One of the most frequent problems in doing research is not being specific enough with the business problem, or doing research that doesn't stem from a business problem at all! See the previous page for examples of research topics related to business problems.

Our organization would like to implement a mentoring program and needs to determine whether self-selection or appointment of mentors and mentees will be more effective.

**What specifically is your hypothesis(es)? (Is there a relationship between X and Y?)** Put it in the form of a question (sorry, Alex Tribeck!). One of the other most frequent problems in doing research is having way too many hypotheses--focus! One or two maximum.

1. Is there a relationship between mentor selection and number of mentoring sessions?
2. Is there a relationship between mentor selection and mentee satisfaction?

Note how the hypotheses are “neutral.” They do NOT say, “Is there a relationship between using self-selection of mentors by mentees and an increase in the number of mentoring sessions?” or “Is there a relationship between using self-selection of mentors by mentees and an increase in the overall satisfaction of the mentees with the mentoring program?”
Example of Draft Bibliography--Due in Word on February 27, 2019 by 4 pm via Canvas

(This is NOT complete; just an example)

THIS IS THE COVER PAGE

Mary Jones and Bill Smith

“Gender and Career Success: A Review of Sex Roles in Relation to Managerial Positions”

Bibliography
HRD Literature Review
HRDE 673: Applied HRD Research, Part 2
February 27, 2019

Hypothesis: Is there a relationship between gender and career success as defined by access to management in the workplace?

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THIS IS THE SECOND PAGE

Bibliography

Corlett, E., & Millner, N. B. (1993). Navigating midlife: Using typology as a guide. Palo Alto, CA: Consulting Psychologists Press. (NOTE: This is for illustration purposes only. This is a BOOK, not an article. It can be used for background but it is NOT an empirical article.)


January 24, 2019, from Academic Search Complete Research database.


** Empirical Articles; include DOI or URL. Make sure there are at least 4 and no more than 6.

***Be sure to put asterisks in front of your empirical articles.

THE NEXT PAGES IN YOUR DRAFT BIBLIOGRAPHY SHOULD BE THE WORKSHEETS FOR EMPIRICAL ARTICLES....
Empirical Articles Worksheet for Literature Review; attach for each empirical article in your draft bibliography:

Citation
Author(s): (Never re-order authors’ names; the order should be listed exactly as it is listed in the article; do not refer in your paper to authors as Dr. Jones, or Mary Jones, etc. Use “the researchers found….” (Jones & Smith, 2013), or Jones and Smith indicate (2013). See the APA Manual for specifics on in-text citations.

Year:
Title of Article:
Journal:
Volume:
Issue #:
Page Numbers:
*Database:
Document URL or DOI:
Date Retrieved:

Purpose of Article:

Hypothesis(es): (State the hypothesis(es) in the form of “Is there a relationship between X and Y?”)

Variables: (List each hypothesis and indicate its independent and dependent variables.)

Subjects: (Numbers and categories, etc.)

Methodology: (Make sure you include the sample technique, the type of experiment/survey, etc.)

Key Results:

Conclusions:

Strengths/Limitations of Design:

How This Relates To My Hypothesis & Topic:

*The Database must be able to be accessed from the XU Library. Use the ones on https://libguides.xavier.edu/c.php?g=203259&p=1341278

**Be sure to write in your own words— do not cut and paste info from articles. DO NOT QUOTE.
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<th>Date(s)</th>
<th>Task</th>
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<tr>
<td>11/30/18</td>
<td>Library Class on Finding Empirical Articles; read assignment carefully</td>
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<tr>
<td>1/18/19 by 4 pm</td>
<td>Post Appendix B in Word in Canvas. (Only 1 form needed per group.) (If you post it before 1/18 and want me to review it in advance, email me.)</td>
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<tr>
<td>1/19/19</td>
<td>Brenda will review and email students re Appendix B.</td>
</tr>
<tr>
<td>2/27/19</td>
<td>Post Bibliography and Worksheets for each empirical article in Word in Canvas by 4 pm. (Only 1 assignment needed per group.)</td>
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<tr>
<td>2/27/19-3/7/19</td>
<td>Brenda will review and email each student/group about bibliography &amp; worksheets. **If an empirical article is not approved by Brenda, student/group must find a new one and do a new worksheet within 2 weeks.</td>
</tr>
<tr>
<td>3/8/19-4/26/19</td>
<td>Complete research project in format provided in assignment sheet. Be sure all sections are included (Cover page, problem definition, review of the literature, discussion, references, and a separate file debriefing section for each group member, if appropriate.) *Any changes in selection of empirical articles must be approved by Brenda in advance. New worksheets will need to be done as well.</td>
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<tr>
<td><strong>By 4 pm on 4/26/19</strong></td>
<td>**Post Final research project in 1 Word file in Canvas by 4 pm. **If you post your assignment before 4/26/19, email me directly so I can try to review it in advance</td>
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## HRDE 673 Research Project Rubric

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<th>Total Pts Possible</th>
<th>Superior</th>
<th>Satisfactory</th>
<th>Minimal</th>
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<tr>
<td><strong>Problem Definition</strong></td>
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<td>Fully addressed all Problem Definition guidelines</td>
<td>Addressed most Problem Definition guidelines</td>
<td>Many Problem Definition elements were missing or off-target</td>
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<tr>
<td><strong>Review of the Literature</strong></td>
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<td>Addressed most Review of the Lit guidelines</td>
<td>Many Review of the Lit elements were missing or off-target</td>
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<tr>
<td><strong>Discussion</strong></td>
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<td>Addressed most Discussion guidelines</td>
<td>Many Discussion elements were missing or off-target</td>
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<td><strong>Debriefing</strong></td>
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<td>Addressed most Debriefing guidelines</td>
<td>Many Debriefing elements were missing or off-target</td>
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<tr>
<td><strong>Writing</strong></td>
<td>20</td>
<td>High quality writing (sentence structure, grammar, punctuation, appropriate language, clarity of message, etc.)</td>
<td>Some errors in writing (sentence structure, grammar, punctuation, appropriate language, clarity of message, etc.)</td>
<td>Numerous errors in writing (sentence structure, grammar, punctuation, appropriate language, clarity of message, etc.)</td>
</tr>
<tr>
<td><strong>Paper Formatting</strong></td>
<td>10</td>
<td>No or minimal errors in formatting (cover page, APA style citation/references, margins, page #s, cover page, font, line spacing, etc.)</td>
<td>Some errors in formatting (cover page, APA style citation/references, margins, page #s, cover page, font, line spacing, etc.)</td>
<td>Many errors in formatting (cover page, APA style citation/references, margins, page #s, cover page, font, line spacing, etc.)</td>
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100
Key Points about HRD Research Project

- It can be done individually or with up to 4 members; you can have worked with them in the past. *(Don’t say yes to someone without thinking it through; be assertive and willing to say no if you don’t want to. This is a major project and if your team isn’t in sync on the topic and/or ways of working together toward the goal—it will not be fun, and won’t result in a good product.) Students must have a 3.0+ GPA and no incompletes or outstanding assignments in order to work with someone on this project.)*
- Your topic can be an HR or HRD topic.
- This project requires a lot of work; don’t procrastinate. You will have other assignments in Spring 2019 for HRDE 673, 674 and 675 to work on as well.
- Minimum of 10 pages, excluding cover page, references and debriefing.
- Review the Assignment Process & Deliverables Page: Appendix B due on Canvas by 4 pm on 1/18/19; Bibliography with worksheets posted on Canvas on 2/27/19; Final project due in Canvas by 4/26/19.
- 4-6 Empirical Articles relevant to your topic, problem definition and hypotheses. *(2+ databases, articles from 3 separately titled journals; max of 2 articles on studies conducted outside the US; no more than 2 from same author; no meta-analyses)*
- Finding relevant empirical articles takes time. The analysis of each individual empirical article takes more time to determine if it relates to and is important for your hypothesis. The synthesis and integration of these articles in the final research project takes a lot more time.
- This is a formal academic paper, not an informal discussion. NO Quotes, 3rd person, no contractions, etc. Your writing needs to be excellent, as well as your citations and references. Go to the Writing Center and use their resources; do not rely just on spell/grammar check. Proof, proof and proof!
- There’s a forum in the Discussion Board to ask general (not personal questions) about the assignment. I will post responses to the questions there so everyone can see them.
- Take advantage of the materials that will be posted on Canvas for the assignment; the Library Support link in the HRD Program Resources Page has the link to the LibGuide for this specific assignment. I will be posting samples and other additional resources as well on the Canvas > Assignments > HRDE 673 page.
- Once again, don’t procrastinate! Start now!!!