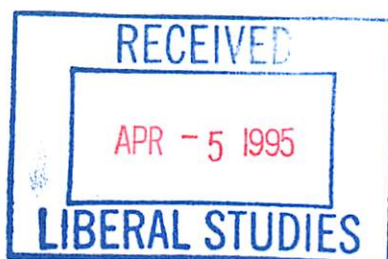


LSC Use Only
Number _____
Action _____
Date _____



UWUCC USE Only
Number 94-19
Action App 4/18/95
Date Senate App 5/2/95

CURRICULUM PROPOSAL COVER SHEET
University-Wide Undergraduate Curriculum Committee

I. TITLE/AUTHOR OF PROPOSAL

Course/Program Title: MG 406 Human Resource Managment Research
Suggested 20 character course title: HRM Research
Department: Department of Management
Contact Person: Dr. Manmohan D. Chaubey

II. If a course, is it being proposed for:

- ☒ Course Approval/Revision Only
☐ Course Approval/Revision and Liberal Studies Approval
☐ Liberal Studies Approval Only (course previously approved by Senate.)

III. APPROVALS

S. W. Osborn
Department Curriculum Committee
S. W. Osborn
College Curriculum Committee

Manmohan D. Chaubey
Department Chairperson
Robert Camp
* College Dean

Director of Liberal Studies
(where applicable)

Provost (where applicable)

* EACH COLLEGE DEAN MUST CONSULT WITH THE PROVOST BEFORE APPROVING CURRICULUM CHANGES. APPROVAL BY COLLEGE DEAN INDICATES THE PROPOSED CHANGE IS CONSISTENT WITH LONG RANGE PLANNING DOCUMENTS, ALL REQUESTS FOR RESOURCES IN THE PROPOSAL CAN BE MET, AND THE PROPOSAL HAS THE SUPPORT OF THE UNIVERSITY ADMINISTRATION.

III. TIMETABLE

Date Submitted:
to LSC _____
to UWUCC _____

Semester to be
implemented:
Fall 1994

Date to be
published
in Catalog
Summer 1994

(Cover Sheet)

I. Title/Author of Change

- . MG 406: Human Resources Management Research
- . HRM Research
- . Department of Management
- . Dr. John N. Orife or Dr. Manmohan D. Chaubey

II. xx Course Approval/Revision only

III. Approvals

IV. Timetable

Semester to be implemented: Fall 1994.

Date to be published in catalog: Summer 1994.

IV. DESCRIPTION OF CURRICULUM CHANGE

I. Catalog Description

MG 406 Human Resources Management Research

3 credits
3 lecture hours
0 lab hours
(3c-01-3sh)

Prerequisites: QB215, MG300

Corequisites: none

Study of nature of research questions, research methods, research design, collection, analysis and interpretation of data. Focus on design, development, implementation and evaluation of Human Resources Management programs. Applications in employee selection, performance measurement, work attitudes and motivation, employee training and development areas.

Course Syllabus

I. CATALOG DESCRIPTION

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II. COURSE OBJECTIVES

The objective of the course is to familiarize the student with the methods used to investigate human resources (HR) issues. Appropriate methods of data collection and drawing correct inferences from the data collected are important for effective management of human resources. The student will learn about research methods as applied to problems that human resource managers and researchers frequently confront in organizations. Specifically, the objectives of the course are to:

1. Present a rationale for research in human resource management. The student will develop an appreciation for data-based--as opposed to intuition or authority based--approach to solving organizational problems.
2. Discuss the use of descriptive and inferential statistics, and ways of assessing the validity and reliability of measurement instruments.
3. Introduce qualitative research methods; use of observational and interview research designs and data collection methods.
4. Discuss methods to measure individual, group and organizational effectiveness and development of criteria.

5. Discuss usefulness of research and methods in employee selection, training and development and other organizational interventions.
6. Discuss survey design, including issues of sampling, questionnaire design, analysis and feedback of responses, and development of action plans.
7. Present methods of research literature review and how to draw conclusions from existing body of research.

III. COURSE OUTLINE

A. Introduction to Human Resource Research (2 Hrs.)

The Research Model. Quantitative and Qualitative research. Research in theory and practice.

B. Data Collection and Analysis for HR Research (4 Hrs.)

Types of data. Observation, interview, questionnaire. Review of probability and statistics; Central tendency and variability measures, standard scores, tests of significance, analysis of variance, correlation, regression analysis.

C. Determining the Quality of Measures (3 Hrs.)

Concepts and measures of reliability and validity of measures. Implications of Measure Quality in Employee Selection, Performance Evaluation.

D. Techniques for Qualitative Research (4 Hrs.)

General purposes and attributes of Qualitative Research. Techniques for Qualitative Research. Observation and Interviewing. Ethical Issues.

E. Criterion Development--Performance Evaluation (4 Hrs.)

Conceptual Issues. Individual Effectiveness as Criterion. Criterion complexity. Aspects of a Good Criterion.

F. Measuring Individual Effectiveness (4 Hrs.)

Use of Individual Judgement. Quality of Individual Judgement Data. Factors affecting the Quality of Appraisal data. Techniques for Measuring Individual effectiveness. Training for Quality Measurement. Choice of Appraisal Agent.

G. Measuring Group & Organizational Effectiveness (4 Hrs.)

Interdependence in Organizations. Defining Group or Organizational Effectiveness. Person, Process, or Product Measures of Effectiveness. Open Systems Perspectives. Human Resources Accounting Perspective. Special Consideration in Defining and Measuring Organizational Effectiveness. Ethical Considerations.

H. Employee Selection Effectiveness (4 Hrs.)

Employee Selection Tests; Cognitive Ability Tests, Employment Interview, Personality Measurement and Interest Inventories, Reference Checks, Job Sample Tests, Assessment Centers, Physical Ability Tests. Reliability and Validity Generalizations. Ethical Issues.

I. Decision Making on HR Issues (3 Hrs.)

Analysis and Reporting of AA and EEO Data. Content Validation. Practical Utility of Selection Procedure.

J. Assessing Employee Attitudes and Opinions (4 Hrs.)

Survey Research. Planning, Sampling, and Questionnaire Design. Data Analysis and Report Writing. Survey Feedback. Use of Survey in Training Needs Analysis. Ethical Issues.

K. Evaluating Organizational Interventions (3 Hrs.)

Research Designs. Non-Experimental, Experimental, and Quasi-Experimental Designs. Training as an Intervention. Ethical Issues.

L. Summarizing and Interpreting HR Research (3 Hrs.)

Traditional Literature Review. Meta-Analysis. Description and Coding of Studies.

IV. EVALUATION METHODS

The final grade for the course will be determined as follows:

- 60% Tests. Three tests (including final) consisting of multiple choice, true-false, completion, short answers, and/or essay.
- 25% Problem assignments, library research, written case analyses and in-class discussions, quizzes, and/or exercises.
- 15% Research Paper and/or Project: Each student will complete a written report on a topic approved by the instructor. The report will be graded both on content and mechanics. The student, with the approval of the instructor, may opt for a project designing and conducting HR research for an organization. All completed work will be due by the day of the last class.

V. REQUIRED TEXTBOOKS SUPPLEMENTAL BOOKS AND READINGS

Schmitt, Neal W. and Richard J. Klimoski, Research Methods in Human Resource Management, South-Western Publishing Company, Cincinnati, 1991.

Gay, L. R. and P. L. Diehl, Research Methods for Business and Management, Macmillan Publishing Company, New York, 1992.

Readings: Handouts will be provided. Other readings may be assigned.

VI. SPECIAL RESOURCE REQUIREMENTS

Computer hardware and software needed for analysis are available in the College's microcomputing labs.

VII. BIBLIOGRAPHY

Arnold, J.D. et.al. (1982). "Validation and Utility of a Strength Test for Selecting Steelworkers". Journal of Applied Psychology, 67.

Arvey, R.D. and Campion, J.E. (1982). "The Employment Interview: A Summary and Review of Recent Research." Personnel Psychology, 38.

Bernardin, H.J. and Beatty, R.W. (1984). Performance Appraisal: Assessing Human Behavior at Work. Boston, Kent.

Boudreau, J.W. and Rynes, S.L. (1985). "Recruitment Effects on Staffing Utility Analysis." Journal of Applied Psychology. 70.

Campbell, D.T. and Stanley, J. (1966). Experimental Design and Quasi-Experimental Designs for Research. Chicago: Rand McNally Co.

Cascio, W.F. (1987). Costing Human Resources: The Financial Impact of Behavior in Organizations. Boston: Kent Publishing.

Cashman, M.E. and McElroy, J.C. (1991). "Evaluating the HR Function." HRMagazine. 36(January).

Dickinson, T.L. (1987). "Designs for Evaluating the Validity and Accuracy of Performance Ratings." Organizational Behavior and Human Decision Processes. 40.

Downey, H.K. and Ireland, R.D. (1979). "Quantitative versus Qualitative: The Case of Environmental Assessment in Organizational Studies." Administrative Science Quarterly, 24.

Guion, R.M. (1965). Personnel Testing. New York: McGraw Hill.

Hackel, M.D. et.al. (1982). Making it Happen: Designing Research with Implementation in Mind. Beverly Hills, CA: Sage.

Hunter, J.E., Schmidt, F.L. and Jackson, G.B. (1982). Meta-Analysis: Cumulating Research Findings Across Studies. Beverly Hills, CA: Sage.

Knapp, J. (1990). "Trends in HR Management Systems." Personnel. 67(April).

Shetty, Y.K. and Buller, P.F. (1990). "Regaining Competitiveness Requires HR Solutions." Personnel. 67(July).

Wallace, M.J. (1983). "Methodology, Research Practice, and Progress in Personnel and Industrial Relations." Academy of Management Review. 26(1).

York, D.R. (1985). "Attitude Surveying." Personnel Journal.

COURSE ANALYSIS QUESTIONNAIRE

A. DETAILS OF THE COURSE

- A1 This course will be offered as an elective in the Human Resource Management Major. This course would also be useful to students in other business majors, especially Management major. Students in non-business majors may enroll for this course with approval from the instructor. The course is not intended for inclusion in the Liberal Studies program.
- A2 The course does not require changes in any other course or program in the department.
- A3 This course will be offered as a mixture of lecture-discussion, case analysis, exercises, and projects as is typical of many of the courses in our program.
- A4 This course has not been offered before.
- A5 This course will not be a dual level course.
- A6 This course can not be taken for variable credits.
- A7 Similar courses are offered at other institutions of higher education. Catalog description of a similar course at Michigan State University is attached.
- A8 No.

B. INTERDISCIPLINARY IMPLICATIONS

- B1 This course will be taught by one instructor.
- B2 Additional or corollary courses, now or later, are not needed.
- B3 There are several discipline specific research method courses offered by other departments at IUP. However, none of those deal with the issues encountered in HRM function.
- B4 If the course is approved for students in the School of Continuing Education, seats for such students will be provided on a contingency basis.

C. IMPLEMENTATION

- C1 No new faculty resources are required. Current faculty complement is sufficient to cover the instruction of this course based on anticipated departmental enrollment patterns in the near future.

No other new resources are needed to teach the course. Current library, microcomputing, equipment, and space allocations are adequate to offer this course.

- C2 No grant funds are needed to provide resources for this course.
- C3 This course will be offered once a year.
- C4 One section of this course will be offered at a time.
- C5 A section will accommodate thirty students. The need for individual attention for projects, case analysis and exercises restrict the number of students in each section.
- C6 The business school accreditation body (AACSB) does set standards for appropriate student-teacher ratio in an institution. However, there are no such standards on an individual course by course basis.
- C7 This course will be a part a part of the menu of electives available to Human Resource Management and other majors. This will not affect the free electives available to the majors. The requirement of this course will not affect the 124-credit program of students in the department or the College.

D. MISCELLANEOUS

This is the first time in over a decade that the menu of Human Resource Management courses is being expanded. The basic objective is to offer our students a variety of courses that equips them with the knowledge and skill essential for their success as professionals in an increasingly changing and complex environment.

- of State University Courses
- 405. Modern Viewpoints in Psychology**
Fall, Spring. 3(3-0) 15 credits in psychology.
Survey of psychological systems in the modern era including behaviorism, Gestalt psychology, psychoanalysis, neo-behaviorism in relation to other selected disciplines.
- 409. Advanced Concepts in Physiological Psychology**
Fall, Spring. 4(4-0) PSY 309N or approval of department.
Detailed analysis of advanced concepts in physiological psychology, such as vision, audition, somatic sensation, chemical senses, motivation, emotion, perception, arousal, learning, and the influence of hormones on behavior.
- 414. Psychology of Language**
Winter of odd-numbered years. 4(4-0) PSY 300.
Experimental psychology of language, including speech perception, sentence processing, prose comprehension and memory, and language production.
- 415. Psychological Tests and Measurements**
Fall, Winter, Spring. 5(5-0) PSY 215.
Methods, techniques, and instruments for measuring individual differences in behavior. Standard methods of construction, critical analysis of representative tests, criteria for evaluating and selecting tests, values and limitations of tests.
- 424. Child Psychopathology**
Fall, Winter, Summer. 4(4-0) PSY 244 or approval of department.
Description, etiology, and developmental pattern of behavior problems of children and adolescents; introduction to child and family treatment approaches.
- 425. Abnormal Psychology**
Fall, Winter, Spring, Summer. 4(4-0) PSY 225.
Nature of abnormal behavior and its social significance: description of symptoms and dynamics of psychological disorders: the neuroses and psychosomatic reactions, sociopathic behavior and character disorders, functional and somatogenic psychoses: some consideration of therapies and theories of prevention.
- 427A. Personality: Dynamic Theories**
Fall, Winter, Spring. 3(3-0) PSY 425.
Survey of personality theories of development, structure, and dynamics related to learning, determinants, cultural influences, behavioral disorders and assessment methods.
- 427B. Survey of Personality Research**
(PSY 436.) Fall. 3(3-0) PSY 160, PSY 215, PSY 427A or approval of instructor.
Empirical investigations of personality dynamics and the effects of individual differences on subjective experience and social interaction.
- 435. Advanced Social Psychology**
A. Research Methods in Social Psychology
(438.) Fall, Winter, Spring. 4(2-4) PSY 215; PSY 335 or SOC 251; 1 course in experimental psychology.
Critical examination of problems, principles, methods, techniques, materials, results and conclusions in relation to theory in social psychology, including experimentation and demonstration.
- B. Social Cognition
Fall. 3(3-0) PSY 335 or SOC 251.
Theories and research on social cognition. Person perception, attribution theory, theories of the self, person memory.
- C. Interpersonal Behavior and Relations
Winter. 3(3-0) PSY 335 or SOC 251.
Theories and recent research in interpersonal behavior. Social exchange, prosocial behavior, aggression, attraction and prejudice.
- D. Attitudes
Spring. 3(3-0) PSY 335 or SOC 251.
Classical theories of attitude formation and change, dissonance theory, inoculation theory and the persuasion-communication approach.
- E. Group Behavior
Spring. 3(3-0) PSY 335 or SOC 251.
Theories and research on small group behavior.
- F. Social Psychology and Society
Winter, Spring. 3(3-0) PSY 335 or SOC 251.
Applications of social psychology to social issues, problems and institutions. Topics may include social psychology and the law, political behavior, energy conservation.
- 439. Selected Topics in the Psychology of Women**
Fall, Spring. 3(3-0) May reenroll for a maximum of 9 credits when different topics are offered. Nine credits in psychology or approval of department.
Selected topics: e.g., achievement and affiliation behavior; sex-typed behavior and identity; political socialization of women; personality perspectives; psychohistory of women; professional and traditional orientations; third world women.
- 444. Advanced Developmental Psychology**
A. Social Development
Fall of odd-numbered years. 4(4-0) PSY 160, PSY 170, PSY 215, PSY 244 or approval of department.
Theories and recent research in social development of infants, children, and adolescents.
- B. Cognitive Development
Winter of even-numbered years. 4(4-0) PSY 160, PSY 170, PSY 244 or approval of department.
Recent approaches to cognitive development. A view of selected theories and experiments.
- C. Language Development
Spring of odd-numbered years. 4(4-0) PSY 160, PSY 170, PSY 244 or approval of department.
Psychological theories and experiments in the development of language in the child, including both social and cognitive effects of language development.
- D. Applied Development
Fall of even-numbered years. 4(4-0) PSY 160, PSY 170, PSY 244 or approval of department.
Selected behavior problems in development. Topics may include: child psychopathology, physical and emotional disabilities, speech disorders, cognitive-intellectual deficits.
- 455. Personnel Research Techniques**
Fall, Spring. 4(3-2) PSY 215, PSY 255.
Quantitative psychological research technique applied to typical personnel problems in industry and government.
- 456. Personnel Training and Development**
Spring. 4(4-0) PSY 356 or MGT 419.
Each student develops skills called for in training work-level employees, supervisors and managers in industry, business, and government—all in an organization development frame of reference. Relevant research reviewed.
- 470. Research Methods in Ecological Psychology**
Spring. 4(3-2) PSY 160, PSY 170, PSY 215; PSY 370 or approval of department.
Methods, techniques, and measurement instruments for applying psychology to the solution of contemporary human problems. Critical analysis of methods for creating and measuring social change.
- 484. Literature and Psychology**
Spring. 4(4-0) Juniors or approval of department. Interdepartmental with and administered by the Department of English.
An application of psychological theory to the study of literature and an exploration of the ways in which literature enriches the theory which helps to illuminate it.
- 485. Psychology of Love and Maturity**
Fall, Winter. 3(3-0) Juniors and 3 courses in psychology.
The function of love in human existence. Varieties of love; their effect upon the growth of the person in terms of awareness, integration, authenticity, social concern and responsibility, maturity and fulfillment.
- 486. Psychology of Music**
Fall, Summer. 3(3-0) Approval of department. Interdepartmental with the Department of Music.
Musical behavior with emphasis on psychological aspects of perception, learning, affective response, and ability. Emphasis on social and cultural influences in forming musical tastes, including mass media music.
- 487. Psychology of Music**
Winter, Summer. 3(2-2) PSY 486 or approval of department. Interdepartmental with the Department of Music.
Basic research concepts and experimental methods in psychology of music research. Practical training in conducting experimental research of musical behavior.
- 489. Humanistic Psychology**
Fall, Spring. 3(3-0) Juniors and 3 courses in psychology.
Subject matter is drawn from the psychology of personality in its various forms. The usual approaches of the behavioral sciences are subject to critical analysis. One goal is to derive some elements of a philosophy of life for humans as potentially rational and ethical beings.
- 490. Special Problems in Psychology**
Fall, Winter, Spring, Summer. 1 to 6 credits. May reenroll for a maximum of 12 credits. Students are limited to a combined total of 12 credits in PSY 490 and PSY 491. Students who completed PSY 246, PSY 247, PSY 248 or PSY 371, PSY 372, PSY 373 are limited to a combined total of 6 credits in PSY 490 and PSY 491. Juniors. 12 credits in psychology: approval of department.
Each student will work under direction of a staff member on an experimental, theoretical, or applied problem.