



LINCOLN UNIVERSITY

Course Syllabus

Course Title: Doctoral Research Seminar in Human Resource Management
Instructor: Marshall Burak
Course No. BA 502 Contact: mburak@lincolnuca.edu
Units: 3 Office Hours: Fri. 10 am – Noon
Class Hours: 45 contact hours plus 45 self-directed research hours
Semester: Fall 2017

Textbook:

No textbook required

CATALOG DESCRIPTION

BA 502 – Doctoral Research Seminar in Human Resource Management

The purpose of this course is to study Human Resources Management through a collection of current readings that explore the important contemporary perspectives and issues in the field from a decidedly applied, rather than theoretical orientation. The readings include a mix of recently published articles from journals in the field, along with many articles written specifically for the course textbook. Tools and resources available on the Internet for managing human resources will also be explored. (3 units) *Prerequisites: Completion of all DBA core and at least four concentration courses.*

COURSE DESCRIPTION

At the beginning of this course students will be presented with a list of current Human Resource Management topics that offer interesting and useful scholarly research opportunities. Each of these topics will be discussed early in the semester to describe and explore the issues where focused research would generate new and useful knowledge for professors and practitioners in the field of Human Resource Management. Students would then be required to select a topic for research. Once the topic is selected and approved by the instructor, students would be required to develop a research plan using Lincoln University's standard project and report format (available as a class handout and on the University web site). Once reviewed and approved by the instructor, students would begin their research independently with continuing advice, counsel and support from the instructor. Student research projects must be completed by the end of the semester and require both a formal oral presentation to the entire class and instructor and submission of the written research report.

Learning Objectives:

The focus of this course is to further the student's ability to identify, structure and pursue scholarly research in a specific business area. Students completing this course are expected to have identified the topic and issues they wish to pursue for their dissertation research ensuring that they continue making steady progress toward the completion of all requirements of the DBA program. The research undertaken in this course should equip the student with the Human Resource Management research tools and methodologies essential for continuing and broadening their identified dissertation research objectives, process and analysis of outcomes.

Methodology:

GENERAL INSTRUCTIONS

At the beginning of the semester students will be presented with a number of current Human Resource Management topics, which offer opportunities for productive scholarly research. Students will be required to engage in a preliminary literature search to gather information on a topic of interest to them and to share with the instructor and class some of their initial research ideas. Topics selected by students will be explored in more detail during class sessions for the purpose of helping the student clarify and define the structure and content of their selected research topic and research objectives. Students will then be required to develop and submit their research plan for instructor approval. Once approved students are to begin their research. Completion of this course requires students to provide both an oral and written presentation of their research project.

RESEARCH ASSIGNMENTS

Students will receive a listing of current Human Resource Management topics containing issues that would benefit from scholarly research. Students are to engage in an initial literature search on these topics with the intent of identifying a research topic of interest to them and be prepared to discuss the results of their literature search in class.

After class discussion and further exploration of student research area interests, each student is to develop and submit a research plan for instructor approval. Once approved, students are to undertake their chosen research area.

Students are required to provide both an oral and a written research report explaining their research selection, hypothesis or problem statement, research methodology, data analysis and findings, and summary and conclusions. Oral presentations will be scheduled for the end of the semester and attendance is required by all class members. Written research reports are due at the last class meeting.

Standards:

Students are expected to attend each class meeting and be prepared to discuss all research related assignment in class. Students who come to class late will not be admitted until the break period. Every member of the class is expected to participate in discussions surrounding the assignments. There is no eating or drinking in class and the use of cell phones or laptops is only permitted if related to class assignments.

Project:

RESEARCH PROJECT

Student research projects are required to be turned in correct written form using the Lincoln University standard format established for such documents. Copies of the University format requirement will be handed out in class or can be obtained from the University web site.

Student oral presentations are expected to be professionally presented to the class and instructor including the use of electronically based media for display of the presentation content including slides, graphs, tables and charts.

Both the written research report and oral presentation are due on Wednesday, Dec. 6th, 2017 beginning at 9:30am.

EXAMINATIONS AND GRADING

Grades for this course are CR/NC and will be determined on the following basis:

Class participation in research topic discussions	10%
Research Plan submitted for approval	25%
Oral presentation of research results	30%
Final written research report	35%

	100%

Classroom Protocol:

Students are expected to be on time for scheduled class meetings and to stay for the entire class period. Eating is not allowed in the classroom. The use of cell phones and laptops is prohibited unless related to the student's research. Laptops are allowed in class, however, surfing the Internet is not permitted.

Students are expected to have prepared class discussion assignments in advance of each class meeting.

Schedule:

Course Outline and Assignments

<u>Meeting</u>	<u>Topic</u>	<u>Reading & Assignments</u>
Aug. 23, Wed. 10:30am-12:15pm	Introduction to the Course Discussion of Preliminary Research Topic List	Current Research Topic List (Handout)
Aug. 30, Wed. 10:30-12:15pm	Expanded Discussion of Preliminary Research Topics	Initial Student Literature Search
Sept. 6, Wed. 10:30am-12:15pm	Expanded Discussion of Preliminary Research Topics	Expanded Student Literature Search
Sept. 13, Wed. 10:30am-Noon	Focus On Selection of a Research Topic Discussion of Business Research Methodologies	Students Form a Preliminary Research Plan
5. TBA	Review of Individual Student Research Plans	Student Research Plans Submitted For Approval
6. TBA	Approval of Proposed Student Research Plans Relationship between the Student's Research and the Dissertation	Creation of Time-Based Research Progress and Milestones
7. TBA	Advising and Counseling Students	Documentation of Research Progress
Oct. 11, Wed. 10:30am-Noon	Discussion of Oral Presentation and Written Report of Research Project	Documentation of Research Progress

Course Outline and Assignments (continued)

<u>Meeting</u>	<u>Topic</u>	<u>Reading & Assignments</u>
10. TBA		
Oct. 25, Wed. 10:30-Noon	Review of Preliminary Draft of Research Project Report Scheduling of Oral Presentations	Submission of Preliminary Draft of Research Report
12. TBA	Discussion and Feedback on Student Preliminary Research Drafts	Preparation and Submission of Outline for Oral Presentation of Research
Nov. 8, Wed. 10:30am-Noon	Discussion of Research Project and Selection of a Dissertation Topic	Preparation of a Draft Proposal for Selection of a Dissertation Topic
14. TBA	Review and Feedback on Draft Proposal for Dissertation Topic	Review of Dissertation Topic Proposal
Nov. 22, Wed.	No Class Meeting (Fall Recess – Thanksgiving Holiday)	
Nov. 29, Wed. 10-30am-Noon	Student responses to Review based Research Project Recommendations	Student Preparation of Final Oral and Written Research Project
Dec. 6, Wed. 10:30am-Noon	Student Research Project Oral Presentations and Submission of Written Research Report	

Appendix. Program and Institutional Learning Outcomes.

Institutional Learning Outcomes (ILOs)	
<i>DBA Graduates of Lincoln University should be able to:</i>	
1c	Incorporate various modes of thinking, among them: scientific thinking, mathematical thinking, historical thinking, anthropological thinking, economic thinking, and moral thinking.
2c	Operate within alternative systems of thought, recognizing and assessing the needs, with related assumptions, implications, and practical consequences; and being able to communicate results effectively with others in figuring out solutions to complex problems
3c	as exemplary business professionals, minimize the possibility of indirectly harming others by following accepted standards at local, national or international levels; to be able to assess the likelihood and physical and social consequences of any developed product's harm to others.
4c	Integrate collaboration into organizational workflows, create a supportive environment for collaboration and teamwork, and lead by example.
5c	Have perseverance to accomplish a goal despite potential obstacles, use sound judgments to make decisions at a right time, and make timely appropriate changes in thinking, plans, and methods in achieving organizational goals.
6c	Set up realistic goals for the organization, encourage innovative strategies, and convey a clear sense of future direction to employees.
7c	Formulate and arrange ideas, designs, or techniques, and apply them to specific issues and problems. They should be able to apply current research, scholarship and or/techniques in the field.

Program Level Outcomes (PLOs)	
<i>Students graduating our DBA program will be able to:</i>	
1	Demonstrate advanced knowledge and competence in the latest academic theories, concepts, and techniques in the field of business administration.
2	Demonstrate effective research skills including formulation of research problem; integration of previous literature into an appropriate literature review; design of a research study; data analysis; and summary and presentation of results.
3	Create and present advanced forms of oral and written communications, including teaching and advising.
4	Generate, evaluate and assess the ethical obligations and responsibilities of business for the purpose of responsible management.
5	Apply the knowledge from the area of specialization and provide consulting to other business industries or other fields.

Updated: July 2017