



LINCOLN UNIVERSITY

Course Syllabus

Course Title: Doctoral Research Seminar in Human Resource Management
Instructor:
Course No. BA 504 Contact:
Course Level: Doctorate Assessment (DA) Office Hours:
Units: 3
Class Hours: 45 contact hours plus 45 self-directed research hours
Semester: Spring, 2025

Textbook:

No textbook required

CATALOG DESCRIPTION

The Doctoral Research Seminar in Human Resources Management enables students to engage in an in-depth study of current issues in the discipline that offers excellent opportunities for selection of topics for scholarly research and publication of findings. 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. CR/NC

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.

COURSE LEARNING OUTCOMES¹

	Course LO	Program LO	Institutional LO	Assessment Activities
1	Demonstrate advanced knowledge and competence in the latest academic theories, concepts, and techniques in the field of business administration.	PLO 1	ILO 1c, ILO 3c, ILO 7c	Research assignments, In-class discussions
2	Demonstrate effective research skills including formulation of research problem; integration of previous publications into an appropriate literature review; design of a research study; data analysis; ability to summarize and present the results.	PLO 2	ILO 3c, ILO 4c, ILO 6c, ILO 7c	Research assignments, In-class discussions
3	Create and present advanced forms of oral and written communications, including teaching and advising.	PLO 3	ILO 2c, ILO 5c	Research assignments, Oral presentation, Written research reports
4	Generate, evaluate, and assess the ethical obligations and responsibilities of business for the purpose of responsible management.	PLO 4	ILO 3c	Research assignments
5	Apply the knowledge from the area of specialization and provide consulting to other business industries or other fields.	PLO 5	ILO 1c, ILO 2c	Research assignments

¹ Detailed description of learning outcomes and information about the assessment procedure are available at the [Learning Outcomes Assessment](#) section of LU website.

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

Assignments and projects require students to actively use resources of the library. Detailed guide to business *resources of the library* as well as the description of Lincoln University approach to *information literacy* are available at the [LU Library](http://lincolnuca.libguides.com) website (lincolnuca.libguides.com).

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.

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 TBD.

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

Meeting	Topic	Reading & Assignments
Jan. 29, Wed. 10:30am-12:15pm	Introduction to the Course Discussion of Preliminary Research	Current Research Topic List Topic List
Feb. 5, Wed. 10:30-12:15pm	Expanded Discussion of Preliminary Research Topics	Initial Student Literature Search
Feb. 12, Wed. 10:30am-12:15pm	Expanded Discussion of Preliminary Research Topics	Expanded Student Literature Search
Feb. 19, Wed 10:30am-12:15pm	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
Mar.19	No Class Meeting (Spring Break)	
Mar. 26, Wed. 10:30am-12:15pm	Discussion of Oral Presentation and Written Report of Research Project	Documentation of Research Progress
10. TBA		
Apr. 9, Wed. 10:30-12:15pm	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
Apr. 23, Wed. 10:30am-12:15pm	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
May 7, Wed. 10-30am-12:15pm	Student responses to Review based Research Project Recommendations	Student Preparation of Final Oral and Written Research Project
May 14, Wed. 10-30am-12:15pm	Student Research Project Oral Presentations and Submission of Written Research Report	

Updated: January 2025