HRM 595: Strategic Human Resources Master's Project (MSHRM)

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Office Hours: Generally available via email and Blackboard 24/7

**Course Catalog Description:**
This is an advanced course, designed to examine and research new developments and professional concerns in human resource management. The course focuses on such topics as strategic human resource management, productivity in the American workplace; developing union/management cooperation for productivity; methods of employee learning in the workplace; metrics and measurement in human resources; and specialized needs of the new workforce in a high-tech and service economy. Students will be guided through professionally oriented activities designed to provide them with culminating experiences that result in a research project and final paper. Topics will vary from semester to semester. Prerequisites: completion of 24 credits of HRM coursework. Grade of B or better required for degree clearance. No transfer credit or substitutions.

**Course Objectives:**
Upon successful completion of this course, students will:

- **CO1:** Define plagiarism, and avoid it by properly citing sources
- **CO2:** Become independent critical thinkers on specialized topics in the field of Human Resource Management, Administration, or Employee Relations by identifying critical issues in the field and industry.
- **CO3:** Enhance Analytic skills by locating, retrieving, and evaluating scholarly sources that support the selected topic.
- **CO4:** Enhance communication skills through organizing research material in a logical, coherent, and organized manner.
- **CO5:** Develop proficiency in academic and scholarly writing on their approved selected topic following research and documentation conventions.

**Recommended Resources:**
Social Sciences Research utilizes the American Psychological Association (APA) formatting style. The most thorough online source for this particular formatting style can be found through Purdue University’s OWL website:

[https://owl.english.purdue.edu/owl/resource/560/01/](https://owl.english.purdue.edu/owl/resource/560/01/)
Course Details:
This is a capstone class in which you will produce a minimum 25-page research paper. The goal is to identify a topic that sustains your interest for the duration of the course and is researchable. I will guide you through the entire process.

Student Participation:

Grading:
Reminder: this is an online seminar in which you exchange ideas online—as opposed to an in-person seminar where we discuss topics around a table.

Weekly Discussion Expectations
As a Seminar, at a minimum, you must log on three times a week to read and to respond to one another's post or work in a way that is helpful, respectful, and supportive.

I will be providing feedback on each student's original post that is listed in the Course Schedule on Page 5.

Weekly Assignments
Weekly Assignments are expected to be submitted by the end of each week unless otherwise noted in the Course Schedule on Page 5.

Your submissions will be reviewed, scanned, and returned to you with edits and feedback by the end of each week.

Research Paper Formatting Requirements
While we will be writing within APA citation guidelines, the basic formatting of your research paper must include a 1) Title Page, 2) an Abstract, 3) References page, and 4) Appendices*

This research paper must also be within the following parameters:

- At least 25 pages in total
- 12-point Times New Roman font
- 1” margins
- 10-20 References

*If appendices are applicable.

Grading Scale (Points):

96-100=A
90-95=A-
87-89=B+
82-86=B
80-81=B-
77-79=C+
73-76=C
Policies & Procedures

Academic Honesty

Intellectual honesty is the cornerstone of all academic and scholarly work. Therefore, the University views any form of academic dishonesty as a serious matter and requires all instructors to report every case of academic dishonesty to the SPD Committee on Academic Standing, which keeps records of all cases. All work submitted by students in this course must be their own. Submission of writing or ideas which are not the original work of the student (and not properly referenced) is considered plagiarism. Unintentional plagiarism is still plagiarism, so if you have any questions about the proper acknowledgement of sources, be sure to ask your instructor who can advise you about various electronic tools available to assist you in self-screening your work. Students may not include content from papers written in prior classes as part of their Strategic Human Resources Project research paper without permission from the current and prior instructor. Refer to the online SPD Student Handbook for further information on academic honesty and associated grievance procedures:
http://www.stonybrook.edu/spd/assets/pdf/dishonesty.pdf

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For detailed information, refer to SPD’s “Policies and Procedures Governing Academic Dishonesty” available at www.stonybrook.edu/spd/assets/pdf/dishonesty.pdf.

Disability Support Services:
If you have a physical, psychological, medical, or learning disability that may impact your course work, please contact Disability Support Services (631) 632-6748 or dss@notes.cc.sunysb.edu or visit their website at http://studentaffairs.stonybrook.edu/dss/. They will determine with you what accommodations are necessary and appropriate. All information and documentation is confidential. On Campus Support: Students who require assistance during emergency evacuation are encouraged to discuss their needs with their professors and Disability Support Services. For procedures and information go to the following website:
http://www.sunysb.edu/facilities/ehs/fire/disabilities.shtml
Rule of Scholarly Discourse: In this course, all participants will be discussing complex issues about which people might have passionate feelings. We must be intellectually open to perspectives that may conflict with our presuppositions. It is essential that we treat each other’s opinions and comments with courtesy and respect even when they diverge from our own – and avoid personalizing our attacks to invalidate others’ positions. Rather, we must develop a culture of civil argumentation, wherein all positions have the right to be defended and/or challenged in intellectually reasoned ways. Everyone must accept this standard of scholarly discourse in order to remain in this class – a standard that applies to all inquiry in the university, but whose observance is especially important in a course whose subject material is emotionally charged. (from E. Azuma, University of Pennsylvania)

Critical Incident Management: Stony Brook University expects students to respect the rights, privileges, and property of other people. Faculty are required to report to the Office of Judicial Affairs any disruptive behavior that interrupts their ability to teach, compromises the safety of the learning environment, or inhibits students’ ability to learn. Faculty in the HSC Schools and the School of Medicine are required to follow their school-specific procedures.
Course Schedule & Expectations:

Week 1: Introductions, Topics of Interest, Current Trends and Issues in HRM.
   • Review the posted outline of Current Trends and Issues facing industry today.
   • Post your initial topic of interest in the Discussion Board.

Week 2: Research Methods, Sources, and proper Citation (5 pts)
   • Review the APA Formatting Style Guide.
   • Submit an annotated bibliography of your initial list of five (5) sources that you plan to reference (this list may change throughout the course).

Week 3: Topic Proposal and Research Questions. (5 pts)
   • Post your proposal detailing your selected topic in this week’s Discussion Board (Wednesday)
   • Post a list of 5-10 questions and/or subcategories that you plan to answer and address through your research (Friday)

Week 4: Paper Outline & Literature Review (5 pts)
   • Post your formal outline of your Research Paper, which includes the initial Title, Research Questions, and/or subcategories (Wednesday)

Week 5: Preliminary References (5 pts)
   • Submit an updated annotated bibliography of ten (10) sources that you will reference

Week 6: Research, Writing, and Peer & Instructor Feedback (5 pts)
   • Submit your Rough Draft

Week 7: Final Annotated Bibliography (5 pts)
   • Submit the final Annotated Bibliography of all sources that you have referenced in your paper.

Weeks 8: Abstract (5 pts)
   • Post your Abstract in the Discussion Board
   • Post Feedback

Week 9: Conclusion (5 pts)
   • Submit your formal Conclusion

Week 10: Submit Final Paper (60%)