



EXTENDED CAMPUS

COLLEGE *of* PROFESSIONAL
and CONTINUING STUDIES

HR 5023-302: Research Methods in Human Relations

Course Description:

This course serves as a graduate-level introduction to the theoretical and methodological skills necessary to conduct an applied research program. The methodological approaches covered in this course are varied and emphasize a range of social science orientations. Special focus will be upon designing and implementing a research project related to the student's area of concentration in human relations.

Class Dates and Format Information:

Dates: June 13 – 19, 2021
Format: Hybrid; course will be held online via Zoom and Canvas; info listed below
Last day to enroll or drop without penalty: May 15, 2021

We are required to meet at least 15 of the normal 30 contact hours via Zoom meetings.

Sunday, June 13	9:00 a.m. -3:00 p.m. [HST]; 1:00 p.m.-7:00 p.m. [CST] (6 hours)
Monday, June 14	6:00-8:00 p.m. [HST] 10:00 p.m.- 12:00 a.m. (CST); [2 hours]
Tuesday, June 15	6:00-8:00 p.m. [HST] 10:00 p.m.- 12:00 a.m. (CST); [2 hours]
Wednesday, June 16	6:00-8:00 p.m. [HST] 10:00 p.m.- 12:00 a.m. (CST); [2 hours]
Thursday, June 17	6:00-8:00 p.m. [HST] 10:00 p.m.- 12:00 a.m. (CST); [2 hours]
Friday, June 18	6:00-8:00 p.m. [HST] 10:00 p.m.- 12:00 a.m. (CST); [2 hours]
Saturday, June 19	8:30 a.m. -12:30 p.m. [HST]; 12:30-4:30 p.m. (CST) [4 hours]

Site Director and Information for VA Benefits:

Location: Hangar 2, Room 202, Hickam AFB, Hawaii.
Hours: Sunday 8:30 a.m.-4:30 p.m.; Monday - Friday 6:00-10:00 p.m.; Saturday 8:30 a.m. - 12:30 p.m.
Email: aphickam@ou.edu. Phone: 808-449-6364 (DSN & Commercial).

Professor Contact Information:

Course Professor: Jody Worley, Ph. D.
Mailing Address: University of Oklahoma
4502 E. 41st Street, 1J24
Tulsa, OK, 74035
Telephone Number: 918/660-3486
Fax Number: 918/660-3490
E-mail Address: jworley@ou.edu

Professor availability: The professor will be available to meet by appointment. I check my OU email account every day during the week. Posted office hours (in Tulsa, OK) are Monday 10-12, and 1-2; Tuesday 1-2; Wednesday 1-2; Thursday 9-2. Contacting me by email to confirm an appointment is recommended.

Textbook(s) and Instructional Materials:

Student materials are available at the OU Bookstore Website at <https://ou.textbookx.com/institutional/index.php>. There is no longer a physical bookstore, the store will

remain, but textbooks will not be stocked. The website has book selling, renting, buying, returning, and order tracking capabilities. If you need help with an order, or if you have any questions contact the toll-free phone at 1-(855)-790-6637, agents are available from 9a – 5p (EST) Monday – Friday. For more information or questions about textbooks, feel free to contact apsyllabi@ou.edu. Text prices are available online

1. Worley, J. A. (2020). *Research methods in human relations*. Linus Learning. ISBN: 9781607979074
2. Materials will also be posted on the OU Canvas learning management system. Access Canvas at <https://canvas.ou.edu>, enter your OU NetID and password, and select course to access material. If you require assistance with Canvas, please click on the Help icon. You can search the Canvas guides, chat with Canvas support, or contact OU IT.

Course Objectives:

- To prepare human relations professionals to be both a consumer and producer of applied research.
- To prepare human relations professionals to understand the theoretical issues of inquiry.
- To study and demonstrate an understanding of the scientific method.
- To understand issues of validity and reliability.
- To develop a research question and formulate hypotheses related to the research question.
- To interpret and demonstrate an understanding of basic descriptive and inferential statistics.
- To discuss the ethical considerations in research with human subjects.

Course Outline:

Unit One – Getting Started (Sunday)

1. The types and uses of social research.
2. The relationship between theory and research.
3. Selecting researchable topics and questions.
4. Ethics and social research.

Unit Two – Observational Methods and Measurement: Questionnaires and Structured Interviews

1. Strategies of systematic observational research. (Sunday & Monday)
2. Questionnaires, surveys and self-report measures. (Monday)
3. Reliability and validity in measurement and research. (Monday)
4. Qualitative interviewing. (Tuesday)

Unit Three – Design and Implementation

1. Randomized experiments and causal inference. (Wednesday)
2. Non-randomized research and causal reasoning. (Wednesday)
3. Random and non-random sampling strategies (Thursday)

Unit Four – Describing Data and Making Inferences (Friday)

1. Summarizing and describing data.
2. Correlating variables.
3. Statistical significance, effect size, and power analysis.
4. Communicating research findings.

Assignments, Grading and Due Dates:

Students are expected to read all assigned materials for the course. In general, students who have not read the textbook experience great difficulty keeping up with the pace of the course. Students will be expected to present their review of published research to the class.

1. There are several exercises that we will complete in class. Readings and handouts are posted on Canvas. Read all of the assigned material and access the handouts. You will need to complete the exercises on your own before we discuss them in class.

2. **Research Ethics Assignment** (15% of final grade).

Follow the instructions on the course site (Canvas.ou.edu) to complete the Collaborative Institute Training Initiative (CITI) for research ethics training. The CITI has a web site online where you will complete the training. Again, full details and instructions are on our course site.

If you have never completed CITI training, you will need to create an account by following the instructions on the site. Once you have created an account, follow the directions for completing the training for the "**Social Behavioral Modules - Basic Course.**"

3. **Article Review.** The review accounts for 35% of the final course grade. The format for the review is presented on Canvas and will be discussed during the first class meeting. The article review is due at the end of the course. However, I strongly encourage you to submit a draft of your review for my perusal and comments so that you can make revisions and resubmit a polished final draft for a grade. The article review assignment will be submitted to the assignment folder on Canvas.

4. **Final Exam** (50% of the final grade). There will be an in-class final exam during the last class meeting. The exam will cover all of the material from the assigned readings and content covered in class discussions.

Grading:

This is a letter-graded course: A, B, C, D, or F. The goal of this course is learning, not evaluation. On the other hand, assessment and evaluation are necessary evils of our system of higher education. Reasonable **effort** should result in an **acceptable** grade. This does not mean that showing up for class and submitting mediocre work entitles a student to an 'A' or even a 'B' for the course. Superior performance on all assignments and final paper/exam will result in a grade of 'A' for the course. Satisfactory completion of assignments will earn a 'B' for the course. Failure to adequately complete assignments or poor performance on the application project and/or the final paper/exam will result in a 'C' for the course. I strongly urge you to avoid an incomplete 'I' grade assignment for the course.

The standard convention for assigning letter grades for the course will be followed:

A = 90% - 100% of total points possible

B = 80% - 89%

C = 70% - 79%

D = 60% - 69%

F < 60%

Assignment	Due Date	Percent of Grade
Research Ethics Assignment	First weekend of class	15%
Article Review	Final class session	35%
Exam	Final exam period	50%

This means.

Course Grade = (0.15 * Score on Ethics assignment) + (0.35*Article Review Score) + (0.50*Final Exam Score)

For example, if you score a 90 on the research ethics assignment, a 95 on the article review assignment, and an 87 on the final exam, your course grade would be calculated as follows:

$$\begin{aligned} \text{Course Grade} &= (0.15*90) + (0.35*95) + (0.50*87) \\ &= 13.50 + 33.25 + 43.50 \\ &= 90.25 \end{aligned}$$

This would mean that you earned 90% of the total possible points, which constitutes an 'A' for the class. Congratulations!

Notice: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely impact Tuition Assistance and/or Financial Aid.

POLICIES AND NOTICES

Attendance/Grade Policy

Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. It is the policy of the University to excuse absences of students that result from religious observances and to provide without penalty for the rescheduling of examinations and additional required class work that may fall on religious holidays. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution's policy regarding "I" (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy. Students who receive Financial Aid must resolve/complete any "I" (Incomplete) grades by the end of the term or he/she may be placed on "financial aid probation." If the "I" grade is not resolved/completed by the end of the following term, the student's Financial Aid may be suspended making the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Integrity and Student Conduct

Academic integrity means honesty and responsibility in scholarship. Academic assignments exist to help students learn; grades exist to show how fully this goal is attained. Therefore all work and all grades should result from the student's own understanding and effort.

Academic misconduct is any act which improperly affects the evaluation of a student's academic performance or achievement. Misconduct occurs when the student either knows or reasonably should know that the act constitutes misconduct. Academic misconduct includes: cheating and using unauthorized materials on examinations and other assignments; improper collaboration, submitting the same assignment for different classes (self-plagiarism); fabrication, forgery, alteration of documents, lying, etc...in order to obtain an academic advantage; assisting others in academic misconduct; attempting to commit academic misconduct; destruction of property, hacking, etc...; intimidation and interference with integrity process; and plagiarism. All students should review the Student's Guide to Academic Integrity at http://integrity.ou.edu/students_guide.html

Students and faculty each have responsibility for maintaining an appropriate learning environment. All students should review policies regarding student conduct at <http://studentconduct.ou.edu/>

Accommodation Statement

The University of Oklahoma is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your local OU Site Director.

Adjustment for Pregnancy/Childbirth-Related Issues

Should you need modifications or adjustments to your course requirements because of documented pregnancy-related or childbirth-related issues, please contact me as soon as possible to discuss. Generally, modifications will be made where medically necessary and similar in scope to accommodations based on temporary disability. Please see <http://www.ou.edu/content/eoo/faqs/pregnancy-faqs.html>.

Title IX Resources

For any concerns regarding gender-based discrimination, sexual harassment, sexual misconduct, stalking, or intimate partner violence, the University offers a variety of resources, including advocates on-call 24/7, counseling services, mutual no-contact orders, scheduling adjustments, and disciplinary sanctions against the perpetrator. Please contact the Sexual Misconduct Office at smo@ou.edu or (405) 325-2215 (8-5), or the Sexual Assault Response Team at (405) 615 -0013 (24/7) to report an incident. To learn more about Title IX, please visit the Institutional Equity Office's website at <http://www.ou.edu/content/eoo.html>

Course Policies

Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course. Advanced Programs does not provide duplicating services or office supplies.

Any and all course materials, syllabus, lessons, lectures, etc. are the property of professor teaching the course and the Board of Regents of the University of Oklahoma and are protected under applicable copyright.

For more information about Advanced Programs, visit our website at: <http://www.goou.ou.edu/>

INSTRUCTOR VITA

Jody Worley, Ph.D.

Education

- 2006 Ph.D., Educational Psychology-Research Methods and Evaluation
Oklahoma State University, Stillwater, OK

Current Positions

- Associate Professor, University of Oklahoma, Human Relations Department
- Advanced Programs Professor since 2007

Frequently Taught Courses

- HR5023 Research in Human Relations
- HR5053 Diversity and Justice in Organizations
- HR5323 Organizational Behavior
- HR5343 Conflict Resolution

Representative Publications and Presentations

See: <https://www.ou.edu/cas/humanrelations/our-people/faculty/jody-worley>