

**Online: Organizational Research Methods
Course Syllabus INMGT 700 Fall, 2007**

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Required Text: Leedy, Paul D. and Ormrod, Jeanne E. (2006). Practical Research Planning and Design, 8th Edition. New Jersey: Merrill Prentice Hall. Available at UW-Stout Instructional Resource Services.

I. INTRODUCTION:

Business and industry are using research techniques more frequently and in a wider variety of applications. Design of experiments (DOE) is used to improve the quality of products. Customer satisfaction studies are done more frequently. Research is used to develop new knowledge. Research is also used to design and evaluate training programs. Learning about and doing research are of value far beyond that of merely satisfying a program requirement. Research methods and their applications to solution of problem solving situations are skills that will serve students for the rest of their lives. Rightly considered, they should give you an opportunity to look beyond the classroom to the world of authentic research activities.

The real world is alive with problems and, consequently, with research activities. Research is everywhere. Business is constantly looking at ways to improve their environment. As companies become more competitive in a global market the need to research new methods and product design are essential to an economy. Research is not an academic banality; it is a vital and dynamic force that is indispensable to modern progress.

Most immediate, however, is the need to apply research methodology to those lesser daily problems that nonetheless demand a thoughtful resolution. Those who have learned how to analyze problems systematically and dispassionately will live with more self-assurance and less panic than those who have shortsightedly dismissed research as nothing more than a necessary hurdle on the way to a degree. Given the advantages that a researcher's viewpoint provides, considering an academic research requirement as annoying and irrelevant to one's education is simply untenable.

Main Objective:

Graduates of industry and business oriented master's level curricula will be called upon to analyze, design, and/or implement, various systems. This course provides foundation concepts for such research and is, therefore, a required course for all candidates for the Master's degree in Management Technology, Training and Development, and Risk Management. The content of the course is also appropriate for other business and industry-oriented master's programs.

II. COURSE GOALS: The instructional goals for INMGT 700 are as follows:

1. Understand the differences between quantitative and critical approaches to organizational research and how to use each.
2. Critique published organizational research articles for differences in methodology, theory, and use.
3. Practice writing and framing a problem statement and know how to choose the appropriate research methodology.
4. Develop a valid data collection instrument.
5. Understand various data collection methods for surveys, interpretive, and critical research.
6. Develop valid decisions or conclusions based on research data.
7. Interpret common descriptive statistics (correlation, t test, and variance of analysis).
8. Cost research activities.
9. Evaluate problem-oriented research.

III. REQUIRED ACTIVITIES AND ASSIGNMENTS:

NOTE: *This course is both team-oriented and competency-based, and I expect that each person will be professional in completing your coursework. However, your work must be your own! Any form of cheating constitutes academic misconduct and will not be tolerated. Late assignments are not accepted.*

The requirements for INMGT-700 include various homework assignments, a team project and team presentation, class participation, and team member evaluation, and a major project of two choices that is explained later in the course. Each of these activities will contribute to your final grade, as described below.

Graduate students will individually have a discussion with Dr. Surdick as it relates to their final project.

- A. Homework Assignments.** Each student will be expected to complete assigned coursework. Some of these will be individual assignments, others as part of a team.
- B. Final Project Guidelines--Research Plan Proposal. (Due 12/14/07)**
The final project for this course requires one of two choices: (1) a reduced version draft of the first three thesis chapters or (2) a 10-15 page review of literature as it relates to the student's thesis. Whichever project is selected the paper will follow the thesis template found on UW-Stout Graduate information web page as well as following APA standards also found on the UW-Stout Graduate information web page. .
- C. Cover Page:** All assignments will have a cover page that will have the title of the assignment, student's name and date of assignment.
- D. Class Participation:** Participation in class is not only encouraged, but also rewarded. By participating in discussions and exercises, you will become better acquainted with the materials we cover. It is also expected that you will be prepared. Read and complete all assignments! 200 points

- E. **Team Member Contribution Evaluation:** Near completion of this course, each student will have an opportunity to evaluate the participation and contribution of other team members. As seen on the accompanying format, the evaluation is worth a maximum of 50 points.
- F. **Course Assessment:** This course is a competency-based course. The final grade for this course will be determined as follows:

<u>ITEM</u>	<u>POINTS</u>
Homework Assignments	310
Final Project Document	150
Class Participation	200
Team Member Contribution	50
Final Exam	<u>100</u>
	Total: 810

Percentage of 810 points

Grade		Grade	
A	95%	C+	77.6%
A-	90%	C	73.6%
B+	87.6%	C-	70%
B	83.6%	D+	67.6%
B-	80%	D	63.5%
		D-	60%

Instructional Units

The following units are included in this course:

1. Introduction to UW-Stout Graduate web page
 - A. UW-Stout thesis template
 - B. APA Standards
 - C. Human Subjects requirements
 - D. Human Subjects test

2. Preparing to do research
 - A. Define research
 - B. What is good research
 - C. Need for research
 - D. Scientific thinking
 - E. Criteria for judging research
 - F. Selecting a research topic

3. Planning your research project
 - A. Research design
 - B. Problem statement

- C. Defining the research problem
 - D. Role of previous research findings
 - E. Purpose of a proposal
 - F. Structuring the proposal
4. Steps in developing a literature review
- A. Planning your research project
 - B. Using the library
 - C. Formatting a literature review
 - D. Reviewing other theses
5. Methodologies
- A. Likert Scale construction
 - B. Survey instrument design
 - C. Interviewing techniques
 - D. Mail, telephone and e-mail surveys
 - E. Quantitative research methods
 - F. Qualitative research methods
6. Statistics
- A. Nature of measurement
 - B. Descriptive statistics
 - C. Inferential statistics
 - D. Computer applications in data analysis
 - E. Data preparation
 - F. Sampling design
 - G. Types of variables
 - H. Data Preparation
7. Organization of the research report
- A. Table and figure formats
 - B. Communicating research results to decision-makers
 - C. Report formats
8. Pulling it all together
- A. Finalizing your major project
 - B. Evaluation design
 - C. Thesis writing

INMG 700
Fall Semester 2007

Week One - September 5, 2007

Introduction

Topic: UW-STOUT GRADUATE WEB PAGE

Assignments

Go to www.uwstout.edu graduate internet site and make a copy of the thesis template, review the template requirements and then answer the attached questions.

15 points

Go to www.uwstout.edu graduate site and make a copy of the APA standards, using the standards as a guide, make the necessary corrections to the attached sheet. **20**

points

Go to www.uwstout.edu graduate site and make a copy of the human subjects form, review the form and then answer the attached questions. **10 points**

Go to www.uwstout.edu graduate site and take the human subjects test keep a copy of the completion certificate. **20 points**

Post in Drop Box by Wednesday September 12, 2007

Week Two –September 12, 2007

RESEARCH RESOURCES AT UW-STOUT

Meet in Library Room 111 7-10:00 Guest Lecturer, Jana Steidinger

Assignments

Read chapter 1, “What is research”

Week Three- September 19, 2007

REVIEW OF APA, HUMAN SUBJECTS

PREPARING TO DO RESEARCH

- Getting Started on Your Thesis
- Organizational Readiness for Learning and Evaluation **20 points**
- What are the Qualities of Good Research
- Finding a Legitimate Problem

Week Four and Five– September 26 –Oct. 3

PLANNING YOUR RESEARCH PROJECT

Topic

- Developing a Research Program and Title
- Developing a Hypothesis
- List of Titles, Rewrite the titles using the checklist for approved practices to follow in reporting research. **10 Points**

- “List of Problem Statement” Rewrite the titles using the checklist for approved practices to follow in reporting research. **10 Points**
- “Developing a Hypothesis” based on the information provided write a hypothesis from the given information. **15 Points**

Assignment

Read Chapter 3, “Focusing your research efforts”
Read Chapter 5 in text, “Planning your research project”

Week Six and Seven - October 10-17

STEPS IN DEVELOPING A LITERATURE REVIEW

Topic

Chapter 2 of Thesis
Conducting a Literature Review

Assignments

Read chapter 4 in text, “Review of the related literature”
Read Chapter 5 in text, “Planning your research project”

Take any topic you are interested in and using a minimum of 4 resources write a one page review of literature using APA Standards (Provided from UW-Stout Graduate internet) **25 points, Due October 24, 2007**

Week Eight and Nine - October 24-31

METHODOLOGIES QUALITATIVE AND QUANTITATIVE RESEARCH

Topic

CHAPTER 3 OF THESIS

Designing a Survey (Team Exercise) **25 points**

Interviewing (Team Exercise) **25 Points**

Developing a DACUM

Developing a Climate Assessment

Qualitative Research Design

Case Study

Conducting a Focus Group

Benchmarking

Teams select one of the Power Point Presentations (excluding the two given as team exercises) and explain a plan you would do for implementing one of these methodologies. **(25 Points)**

Assignments

Read Chapter 9 in text, “Quantitative Research Methodologies”

Week Ten and Eleven - November 7-14

Statistics

Topic

USING THE PROPER STATISTICS IN A THESIS

Sample and Population

Descriptive Methods

Complete exercise on sample and population. **(15 points)**

Complete exercise, “Description Data and Standard Deviation” **(15 points)**

Discuss Scales of Measurement

Complete Scales of Measurement Exercise. **(15 Points)**

Descriptive and Inferential Statistics

Complete exercise on “Descriptive and Inferential Statistics” **(30 Points)**

Assignments

Read Chapter 11 in text, “Statistical Techniques for Analyzing Quantitative Data”

Week Twelve - November 28

Organization of the research report

Topic

WRITING CHAPTERS 4 & 5

Designing Charts and Graphics

Identify Proper Design of Charts and Graphics **(15 points)**

Review of Final Project Document Requirements

Assignment: Finalize first three chapters of thesis or literature review. Follow the format presented in the syllabus and submit your paper to the drop box. **(150 points)**

Week Thirteen December 5

Wrap up

Topic

PULLING IT ALL TOGETHER

Week Fourteen December 12

Submit team member contribution form to drop box. **(10 points)**

Take Course Final

**INMGT 700 Organizational Research Methods
Team Member Contribution**

Name of team member being evaluated: _____

Directions: The purpose of this evaluation is to provide the instructor with information regarding the amount of student teamwork **participation** during this class. Since some of this activity occurred outside of “class”, only you as a team member can provide this information.

Please remember while completing this evaluation, personal differences should not be a part of this evaluation. Just evaluate the quality of the contribution this team member made to various team assignments, including the final project and presentation.

5 = excellent 4 = above average 3 = average 2 = below average 1 = no contribution

		5	4	3	2	1
1.	Quality of contribution to the Online class planning sessions?	_____	_____	_____	_____	_____
2.	Quality of contribution to any outside of “class” planning sessions?	_____	_____	_____	_____	_____
3.	Quality of contribution to the group discussions?	_____	_____	_____	_____	_____
4.	Quality of contribution to developing the presentation materials?	_____	_____	_____	_____	_____
5.	Quality of contribution to interaction with other team members?	_____	_____	_____	_____	_____
6.	Quality of initiative when something needed to be done?	_____	_____	_____	_____	_____
7.	Reliability in completing assigned responsibilities?	_____	_____	_____	_____	_____
8.	Amount of effort contributed to the team?	_____	_____	_____	_____	_____
9.	Inspiration provided to the team?	_____	_____	_____	_____	_____
10.	Would want to be part of a team with this person again?	_____	_____	_____	_____	_____
Total:		_____				

Any additional **comments/information** that would help to **better evaluate** this person?