

**A) Course Aims/Description**

This course is designed to help students understand and implement techniques that underlie research on the management of human resources in organizations. Research plays an integral role in the management of people in today's organizations. Companies value talent with the skills to apply scientific research practices to help improve employee productivity and well-being. Similarly, many organizations also engage external consultants to help solve problems with their workforce via research. This course will equip students with the knowledge, skills, and abilities to function as both internal and external research consultants. The course begins with discussions of the principles of scientific research, and how they can be applied in a HR context. We then progress to cover the various aspects of designing, analyzing, interpreting, and reporting on appropriate research to investigate HR-related issues. Learning is cultivated through discourse and activities geared toward providing students with hands-on experience of the consulting and research processes

**B) Intended Learning Outcomes (ILO)/Objectives**

This course aims to get students to:

1. Think analytically and critically, and creatively about HR issues and how they can be addressed via research.
2. Acquire skills to identify HR-related problem areas, and plan, organize, design, and conduct research to help solve these problems.
3. Get conversant with the use of empirical methods to understand and analyze HR issues
4. Work as a team to analyze, produce, and present a consulting report based on a simulated HR-consulting project

**C) Assessment (includes both continuous and summative assessment)**

Components	Marks	Individual/Group
Simulated Consulting Project	40	Group
Mid-Term Assessment	25	Individual
Data Analysis Lab Assessment	25	Individual
Student Participation and Professionalism	10	Individual
<b>Total</b>	<b>100</b>	

**D) Weekly Schedule**

Week	Topic
1	Course Introduction to Evidence, Research, Consulting, and Decision Making
2	The Need for Science and the Scientific Process
3	Thinking about How, When, Who, What and Where: Theory and Hypothesis Development
4	Designing Research
5	Measurement Part I: The Basics of Quantifying Variables
6	Measurement Part II: Evaluating the Strength of Measures
7	Mid Term Assessment and Data Collection Methods Part I: Questionnaires
8	Data Collection Methods Part II: Interviews & Observation Studies
9	Empirical Data Analysis Part I: The Basics of Describing Data
10	Empirical Data Analysis Part II: Investigating Relationships between Variables
11	Lab Assessment & Writing Consulting Reports
12	Sampling: Choosing Primary Sources of Data
13	Consulting Presentations