Individual Research Proposal

In Unit 1, you are to choose the topic for your individual research paper. Once the topic has been identified, you will answer the questions found below. This Assignment should be a minimum of 1 page in length. Save the document as Part1_Research Proposal.doc. When you are ready, submit your paper to the Unit 1 Research Paper (Individual) Dropbox.

You will provide a 1-page summary of the title of your research that is framed in the form of a research question (e.g., “Is Sexual Harassment Dead in American? An analysis of Findings on Sexual Harassment in U.S. Organizations?”). You will also provide how you plan to determine the answer to your research question by providing the activities you will undertake to complete this research paper.

Due this week: No later than day 7 of week 1 the following must be submitted to instructor via the Dropbox in Unit 1.

You are to consider all the topics that are suggested below or choose one that is HRM related that you will do your research paper on. This is a graduate-level research project and you should choose the topic and then do the following:

1. Put the topic in the form of a research question (e.g. “Are Baby Boomers More Loyal than the Other Three Generations of Workers in America?”).
2. What will you do to learn something new about this topic? What will you do to provide the reader and yourself with new information on this subject?
3. How will you go about accomplishing this research paper? What is your plan to get this done?
4. This Assignment should be a minimum of 1 page in length.

Directions for submission: Choose your research paper topic. Save the document as Part1_Research Paper.doc. When you are ready, submit your paper to the Unit 1 Research Paper (Individual) Dropbox.

Research paper topics
- Internet recruiting
- Staffing management issues
- 360-degree performance evaluations
- Current trends in performance management
- Issues related to contract workers
- Compensation issues
Benefit issues
Diversity issues
Latest legal issues facing HR and their impact
Status of sexual harassment today
Effective orientation and on-boarding programs
Ethics and sustainability issues
Financial versus non-financial incentive programs
Organizational and employee development issues
Safety and security issues
Employee relations issues
The impact of the ADA on HR
The impact of FMLA on HR
Genetic screening and testing
Employee privacy issues
Problems and challenges facing women or minorities in achieving executive positions
Labor relations trends
Impact of technology on HR policy and practices
Executive compensation
Workplace violence/workplace bullying
Employee loyalty, commitment, and engagement: Meaning and measures over the years
The five generations of workers in America today
E-learning in corporate America
Global HR issues

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<th>Grading Criteria for Unit 1 Research Proposal</th>
<th>Possible Points</th>
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<td>Contains a minimum of 1 page of writing that would have no fewer than 500 and no more than 750 words</td>
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<td>Follows correct spelling and grammar format, including headings within the proposal to guide the reader</td>
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<td>Describes the problem or project you want to work on and explains its significance</td>
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<td>References research available on the topic</td>
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<td>Describes how the student plans on answering the research question they propose</td>
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Individual Research Paper Due in Unit 5

Note that this is a research paper where you are being asked to avoid all first-person pronouns and personal opinion. Your abstract will be included in your page count.

The purpose of this paper is to take a human resource management topic or issue and do an in-depth review of the current literature on this topic. This is a library research paper and you must use at least 8-10 different credible sources, not including textbooks.

Before your conclusion, you must have a section entitled either “Recommendations for Managers” or “Implications for Managers” where you explain the significance of what you have found for practicing managers.


Appearance, punctuation, grammar, neatness, and spelling count. This is to be a professional paper to receive full credit. This paper should have an introduction, body, conclusion, and reference section. This paper should also have appropriate headings and subheadings in the body of the paper. Be sure to use a title page.

Write transition sentences between sections so that the reader knows where you are going and why.

Academic integrity is of the utmost importance in this term paper. Your paper will be submitted through turnitin.com which will document any plagiarism, intentional or unintentional. You will submit the paper to your instructor in Unit 5 who will then obtain a report from turnitin.com for review and grading purposes.

You may choose from the list of topics that has been provided to you, or suggest one of your own to the instructor.

The research paper will be an evolving project throughout the term. You will need to start on it right away.
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<tr>
<th>Grade</th>
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<th>Writing Style, Grammar, APA Format</th>
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<tr>
<td>100%</td>
<td>50%</td>
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<td>125 points</td>
<td>63 points</td>
<td>37 points</td>
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<td>90-100%</td>
<td>Response successfully answers the research question(s); thoroughly uses the text and other literature. Includes a strong thesis statement, introduction, and conclusion. The main points of the paper are developed clearly. All arguments are supported well (no errors in logic) using outside sources as assigned. Sources are primarily academic journals, with thoughtfully used web sources. References are applied substantively to the paper topic. Skillfully addresses counter arguments and does not ignore data contradicting its claim. Refers to sources both in-text and in the reference page.</td>
<td>Response exhibits strong higher-order critical thinking and analysis (e.g., evaluation). Paper shows original thought. Analysis includes proper classifications, explanations, comparisons, and inferences. Critical thinking includes appropriate judgments, conclusions, and assessments based on evaluation and synthesis of information.</td>
<td>Grammatical skills are strong with typically less than one error per page. Correct use of APA when assigned. Appropriate to the Assignment, fresh (interesting to read), accurate (no far-fetched, unsupported comments), precise (say what you mean), and concise (not wordy). Project is in 12-point font. Narrative sections are double-spaced. Project is free of serious errors; grammar, punctuation, and spelling help to clarify the meaning by following accepted conventions.</td>
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<td>80-89%</td>
<td>Response answers the Assignment question(s) with only minor digressions; sufficiently uses the text and other literature. Provides a good thesis statement, introduction, and conclusion that require some revision but that form a good basis. Develops the main points clearly.</td>
<td>Response generally exhibits higher-order critical thinking and analysis (e.g., evaluation). Paper shows some original thought. Analysis includes adequate classifications, explanations,</td>
<td>Internally, each section has good organization. Transitions found between and within sections are mostly clear and effective. Generally appropriate to the Assignment, accurate (no far-fetched, unsupported claims), precise, and concise. Includes a title page and reference page. Project is in 12-point font. Narrative sections are double-spaced.</td>
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<td>70-79%</td>
<td>87-99 points</td>
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<td>Supports most arguments concretely (no logical errors) using outside sources as assigned. Some sources are non-academic with over reliance on web sources. References not always clearly tied to development of ideas. Does not ignore data contradicting its claim, though the refutation may need additional support. Refers to outside sources in the text and reference page.</td>
<td>Response answers the project Assignment(s) with some digression; sufficiently uses the text and other literature. Provides a thesis statement that needs revision. The introduction and conclusion do not set up or close the paper very effectively. Shows too little original thought (strings of citations that are not developed to support the thesis). Main points are adequately defined in only some areas of the paper; points may be over-emphasized or repeated. Some arguments are supported with outside research, but others may not be. Relies too heavily on personal experience or one source. The paper does not meet the source requirements. Some obvious counterarguments are ignored or not well refuted.</td>
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<td>60-69%</td>
<td>Response exhibits limited higher-order critical thinking and analysis (e.g., application of information). Analysis includes limited classifications, explanations, comparisons, and inferences. Critical thinking includes limited judgments, conclusions, and assessments based on evaluation and synthesis of information.</td>
<td>Response exhibits simplistic or reductive thinking. Sentences are generally wordy and/or ambiguous; tone is too informal. Grammatical skills are adequate with no more than 2-3 errors per page. The paper is not well organized. Sections lack transitions, and several sentences may be monotonous or confusing. The overall structure of the Assignment is not effective. Appropriate in places, but elsewhere vague writing interferes with the development and clarity of the main points. Numerous grammatical and punctuation errors. Misspellings are more frequent, but they are the sort spell checkers do not catch, such as “effect/affect.” An attempt at APA citation was made, but there are multiple errors larger than a misplaced period. Narrative sections are not double spaced.</td>
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<td>75-86 points</td>
<td>insufficiently uses the text and other literature. and analysis, but does demonstrate comprehension. are inadequate, clarity and meaning are impaired, typically 3-5 errors per page. Inadequate use of APA format.</td>
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<td>0-59% 0-74 points</td>
<td>Response sufficiently answers the Assignment question(s); insufficiently uses the text and other literature. Response exhibits simplistic or reductive thinking and analysis and demonstrates limited knowledge on the subject matter. Sentences unclear enough to impair meaning; tone is inappropriate and/or inconsistent. Grammatical skills are incompetent for college level; typically 6 or more errors per page. Unacceptable use of APA format.</td>
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Case analysis papers are related to specific issues or cases, and will vary in length. In all cases, papers must be well referenced and in APA format. The papers will be evaluated using the following rubric.

At least 20% of a case study paper grade is related to composition that includes organization, writing style, and mechanics. Often, composition issues also impact the grading of the assigned focus paper topic content because composition impacts the effective presentation of your ideas and material.

Read the Harvard Business Case Study for Unit 1:

See Syllabus for instructions on the purchase of your Harvard Business Case Study.

Prepare a case analysis on the topic of strategic management.

The case analysis should be a minimum of 3 pages long, double spaced. Check for correct spelling, grammar, punctuation, mechanics, and usage. Citations should use APA format.

Case analysis question: What is strategic management and why is it critical to the success of an organization in meeting its goals and mission?

Your analysis of this case and your written submission should reflect an understanding of the critical issues of the case, integrate the material covered in the text, and present concise and well-reasoned justifications for the stance that you take.

Case analysis criteria: Your case analysis should consist of:
● A brief analysis of the situation and pending decision problem, as presented in the case, and as relevant to your answer. This should be exceptionally brief and you should assume the person reading the Assignment is familiar with the details of the case.
● Identification of the major issues surrounding the organization or individuals involved with the organization.
● Identification of alternate courses of action to address the issues identified.
● The decision or recommendation for action, with the appropriate supporting arguments.
The case question is designed to guide the direction of your analysis in the case. Your analysis should address and ultimately answer the question. You may discuss your case analysis Assignment with the class and team members (and you are encouraged to post on the Discussion Board), but you must submit your own original work.

**Case analysis tips:** Avoid common errors in case analyses, such as:
1. Focusing too heavily on minor issues.
2. Lamenting because of insufficient data in the case and ignoring creative alternatives.
3. Rehashing of case data — you should assume the reader knows the case.
4. Not appropriately evaluating the quality of the case's data.
5. Obscuring the quantitative analysis, making it difficult to understand.

**Typical “minus (-)” grades result from submissions that:**
- Are late.
- Are not well integrated and lack clarity.
- Do not address timing issues.
- Do not recognize the cost implications or are not practical.
- Get carried away with personal biases and are not pertinent to the key issues.
- Are not thoroughly proofread and corrected.

**Case analysis submission:** Before you submit your case analysis, you should save your work on your computer in a location that you will remember. Save the document using the naming convention: Username_Unit1_CaseAnalysis.doc.

**Make sure your document includes:**
- Your name
- Date
- Course name and section number
- Unit number
- Case name
- Page numbers

When you are ready, submit your paper to the Unit 1 Case Analysis Dropbox.
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