



SCHOOL OF BUSINESS
MOUNT ST. JOSEPH UNIVERSITY

MGT 680 – S1 20: Organizational Research and Change I
Mount St. Joseph University School of Business

Course Number: MGT 680-S7

Level: Graduate, Required

Credit Hours: 3

Course Meets: Saturdays, 1:00 - 4:30 PM, 09/07, 09/14, 09/28, 10/19, 11/09, 11/16, 12/07, Location: SC305 (class*), CLC PC2 (labs*).
***Please note that our first class will be in SC305**

Instructor Name: Darin A. Ladd, Ph.D.

Office Location: SE507

Office Hours: Tue/Thu, 12:05 PM – 1:00 PM, or by appointment

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COURSE DESCRIPTION

This course focuses on the knowledge and skills to improve organizational effectiveness by identifying, diagnosing, and formulating solutions to problems in the workplace. Topics include the research process, exploratory research, qualitative and quantitative methods, action research, and reporting of findings. Emphasis will be on the understanding necessary to lead planned change and renewal in organizations through application of collaborative, systematic skills and methods.

COURSE LEARNING OUTCOMES (CLOs)

- 1) Comprehend the role of organizational research in decision making and the ethical guidelines that must be followed in conducting organizational research.
- 2) Determine appropriate research method(s) to examine a business problem.
- 3) Identify and operationalize concepts relevant to a business problem and choose appropriate sampling and data collection techniques to assess the concepts.
- 4) Employ the beginning stages of the research process in the development of an organizational research proposal.

REQUIRED COURSE MATERIALS

Textbook: Bell, Emma; Bryman, Alan; & Harley, Bill (2019). *Business Research Methods (5th ed.)* Oxford: Oxford University Press.

Paperback ISBN: 978-0-19-880987-6. E-book ISBN: 978-0-19254590-9.

Readings: Additional readings posted to Blackboard



LEARNING STRATEGIES

Type	% of Course
Lecture/Traditional Classroom	100

PERFORMANCE EVALUATION

Graduate Grading Scale

Description	Letter Grade	GPA Scale	Range
Excellent	A	4.0	90% - 100%
Very Good	B	3.0	80% - < 90%
Good	C	2.0	70% - < 80%
Fail	F	0	< 70%

GRADING

The grade a student receives in class will be determined as follows:

Preassignments (x 3)	10%
Article Review	5%
Data Analysis	5%
Quizzes (x 4)	40%
Presentation	15%
Paper	25%
Total	100%

Preassignments (10%). In order to receive full credit for this assignment, you must complete all three sections, and then submit the two required documents to Blackboard before the first class.

- 1) Identify three (3) potential problems or opportunities in their organization, or an organization they have access to, that can be addressed with a research project. For each of the three problems/opportunities, students will a) state the problem/opportunity in one concise sentence, and b) provide one paragraph explaining background, significance, and potential impact on the organization.
- 2) Complete 2 plagiarism tutorials and comment on what you learned. Complete and print a pdf of your results, which will be converted to a percentage for your grade. (You may complete them both more than once to get a desired score.)
 - a. <https://plagiarism.arts.cornell.edu/tutorial/index.cfm>. Read each of the sections and then take the exercise as a guest.
 - b. Review the examples of several different types of plagiarism here https://www.turnitin.com/static/plagiarism-spectrum/?_ga=2.142362226.198802751.1546542392-233796936.1546542392 and then take the exercise at this link: <https://www.turnitin.com/static/plagiarism-quiz/>
 - c. In less than 1 typed single spaced page, reflect on what you learned about plagiarism. Were you surprised to see any of the examples described as plagiarism?



- 3) Read CH 1-6 in Bell, Bryman, & Harley. There is no quiz on this material due before the first class, but without knowing this information before coming to class, the class will not be productive.

Article Review (5%). This assignment asks you to read one academic paper and create an article review based off of the paper. The format is provided along with the assignment in Blackboard. It is ungraded because the primary purpose served is practical application: to practice how to review, analyze, and prepare the information you consume for your research paper.

Data Analysis (5%). You will be presented at least one data analysis assignment. The purpose of this assignment is to become familiar with data analysis techniques, data visualization, and basic summary statistics. It is ungraded because the primary purpose served is an introduction to a topic covered in more detail in MGT 690, but necessary in order to start a research project. These analyses will support class discussion on the topic of data analysis.

Quizzes (40%). Due prior to each class period, quizzes are a mixture of [knowledge/comprehension](#) questions drawn from the readings assigned for that upcoming lesson and previous lessons (they are cumulative). They are administered in Blackboard, and are open-book; however, time will be a factor in completing the quiz.

Presentation (20%). You will produce a 5-minute presentation that outlines your problem, audience, and approach. A grading rubric is provided under separate cover.

Paper (30%). You will produce a 5-10 page research proposal that is the foundation of the paper you will complete in MGT 690. A grading rubric is provided under separate cover.



POLICIES

ACADEMIC HONESTY POLICY:

Please use the following link to access Mount St. Joseph University's Academic Honesty Policy. The policy will be enforced in this class.

<http://registrar.msj.edu/undergraduate-catalog/rights-policies/academic-policies/academic-honesty/>

DISABILITY POLICY:

In compliance with Section 504 of the Rehabilitation Act of 1973, Mount St. Joseph University provides academic adjustments and auxiliary aids for students with physical or mental impairments that substantially limit or restrict one or more major life activities such as walking, seeing, hearing, or learning. Students with disabilities should contact Meghann Littrell, the Director of Learning Center & Disability Services, to present documentation and develop individualized accommodation plans (244-4524, Meghann.Littrell@msj.edu, Learning Center, Room 156 Seton). Students who have already registered with MSJ Disability Services are encouraged to discuss their accommodations with their course faculty at the beginning of each semester. Additional information can be found at <http://www.msj.edu/academics/disability-services/>.

TEMPORARY ILLNESS POLICY:

Please use the following link to access Mount St. Joseph University's Temporary Illness Policy. https://mymount.msj.edu/ICS/icsfs/Temporary_Illness_Injury_Pregnancy_Policy.pdf?target=cb704db2-bcb1-454d-9c31-4310226ce3b4

POLICY ON INCOMPLETES:

Please use the following link to access Mount St. Joseph University's policy on incompletes. <http://registrar.msj.edu/undergraduate-catalog/rights-policies/academic-policies/grades/>

DROP DATES FOR THE CURRENT SEMESTER:

Please use the following link to access information regarding drop dates for this semester. https://mymount.msj.edu/ICS/MSJAcademics/Catalogs.jnz?portlet=Semester_Policies

ATTENDANCE POLICY:

It is particularly important to attend all class meetings due to the accelerated format of graduate business courses. If you will miss one class meeting for an unavoidable reason, please contact the instructor as soon as possible in order to discuss alternative ways of meeting the learning outcomes that will be covered in the class meeting. If you will miss more than one class meeting for a particular course, please contact both the instructor and the Assistant Dean as soon as possible to discuss whether it is advisable to take the course this semester. Each unexcused absence will lower your final grade by one letter.



COURSE SCHEDULE

Date & Learning Outcomes	Topics ¹	Class Preparation & Assignments ²
09/07/19 (CLO: 1)	Introduction to Business Research <i>Action Research</i> Research Strategies and Designs (includes the four validities and threats) The Role of Literature (includes article review assignment) <i>Managing References</i> Ethics in Business Research Writing up Business Research Reference Management Software	<i>Materials to prepare:</i> Preassignment <ul style="list-style-type: none"> • 3 problems/opportunities paper • Plagiarism tutorial • Read Chapters 1-6 (skim 7) <u>Assignment due date: 09/07/19</u> <ul style="list-style-type: none"> • Assignment: Article Review <u>Assignment due date: 09/14/19</u>
09/14/19 (CLO: 2,3)	Quantitative Research Methods Levels of Measurement Sampling Frequencies & Distributions Central Tendency & Variability Descriptive Statistics Dealing with Data (possible lab)	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Read Chapters 8 & 9 • Quiz #1 (complete prior to class) • Assignment: Data Analysis <u>Assignment Due Date: 09/28/19</u>
09/28/19 (CLO: 2,3)	Experimental designs (+ <i>event study</i>) Secondary (<i>includes meta-analysis</i>) <i>Triangulation</i>	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Read Chapters 13-15 • Quiz #2 (complete prior to class)
10/19/19 (CLO: 2,3)	Interviews Surveys (includes ISD/appropriation)	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Read Chapters 10-12, 20
11/09/19 (CLO: 2,3)	Qualitative Research Methods Focus Groups Delphi Case Study/ <i>Participant-observation</i> Content Analysis (<i>includes Hermeneutics, Ethnography</i>) <i>Grounded Theory</i> <i>Needs Analysis</i> <i>Inductive Model Development</i>	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Quiz #3 (complete prior to class) • Read Chapters 17-18, 21-24 (skim 19)
11/16/19 (CLO 1, 3, 4)	Writing the Proposal Institutional Research Boards	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Read Chapters 7, 26-27 • Quiz #4 (complete prior to class) • Assignment: Presentation <u>Assignment due date: 12/07/19</u>
12/07/19 (CLO 1, 2, 3, 4)	<i>Presentations</i>	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Assignment: Paper <u>Assignment due date: 1 week before semester grades are due, noon</u>

¹Syllabus is subject to change; ²Readings subject to change