



SCHOOL OF BUSINESS  
MOUNT ST. JOSEPH UNIVERSITY

**MGT 690 – S1 20: Organizational Research and Change II**  
**Mount St. Joseph University School of Business**

**Course Number:** MGT 690-GS

**Level:** Graduate

**Credit Hours:** 3

**Course Meets:** Tuesday, 5:00 – 8:00 PM, 09/03, 09/24, 10/15, 11/05, 11/26, 12/17,  
GSAM 3d Floor Conf. Rm.

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

Office Location: SE507

Office Hours: Before/after class, or by appointment

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**COURSE DESCRIPTION**

This course builds on the foundation of MGT 680 and other MSOL courses. The student will identify an organizational research problem or opportunity in an organization with which they are familiar and apply a research method to gather data to clarify the nature of the problem and then propose a solution. This is the capstone course in the MSOL program.

**COURSE LEARNING OUTCOMES (CLOs)**

- 1) Employ course-related knowledge to identify a specific leadership-related problem or goal within an organization and establish organizational significance of the issue.
- 2) Apply qualitative and/or quantitative data collection methods to assess the problem, issue, or goal being addressed in the project.
- 3) Evaluate data by employing appropriate statistical analysis using statistical software and communicate findings in writing.
- 4) Compose a plan that applies organizational leadership knowledge in the design and evaluation of the organizational intervention.

**PROGRAM LEARNING OUTCOMES ASSESSED IN THIS COURSE**

MSOL Research Requirement (**Assessed**); Use the MSOL Research Paper Grading Rubric.

**PREREQUISITES**

MGT 680 (C or better)

**REQUIRED COURSE MATERIALS**

**Textbook:** Ladd, D. (2019). Interdisciplinary Research Design, v11 (unpublished).

**Readings:** Additional readings posted to Blackboard



## LEARNING STRATEGIES

Type	% of Course
Lecture/Traditional Classroom	70
Labs	30
Total	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:

Quizzes	40%
Research Paper	60%
Total	100%

**Quizzes.** 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.

**Research Paper.** You will produce a 20-50 page research paper. 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](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](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 <sup>1</sup>	Class Preparation & Assignments <sup>2</sup>
<b>09/03/19</b> (CLO: 1, 2, 3)	Philosophy of Science The Role of Theory and Literature The Role of Ethics Validity in Research and Threats to Validity Action Research	<i>Materials to prepare (pre-assignment):</i> <ul style="list-style-type: none"> <li>• <b>Read CH 1, 2, 11, MSOL Integrative Research Paper Analysis</b></li> <li>• Assignment: <b>IRB Submission</b> <u>Assignment due date: Lesson 2</u></li> <li>• Assignment: <b>Data Analysis #1</b> <u>Assignment Due Date: Lesson 2</u></li> </ul>
<b>09/24/19</b> (CLO: 2, 3)	Experiments & Quasi Experiments Triangulation Replication Survey Development Online Questionnaire Development Interviews	<i>Materials to prepare:</i> <ul style="list-style-type: none"> <li>• Read CH 3, 9</li> <li>• <b>Quiz #1</b> (complete prior to class)</li> <li>• Assignment: <b>Data Analysis #2</b> <u>Assignment Due Date: Lesson 3</u></li> </ul>
<b>10/15/19</b> (CLO: 2, 3)	Secondary and its variations Overview of qualitative methods Needs Analysis	<i>Materials to prepare:</i> <ul style="list-style-type: none"> <li>• Read CH 4</li> <li>• <b>Quiz #2</b> (complete prior to class)</li> <li>• Assignment: <b>Data Analysis #3</b> <u>Assignment Due Date: Lesson 4</u></li> </ul>
<b>11/05/19</b> (CLO: 2, 3)	*Research Discussions*	<i>Materials to prepare:</i> <ul style="list-style-type: none"> <li>• Read CH 5-7</li> <li>• <b>Quiz #3</b> (complete prior to class)</li> <li>• Assignment: <b>Data Analysis #4</b> <u>Assignment Due Date: Lesson 5</u></li> </ul>
<b>11/26/19</b> (CLO: 1, 4)	Interpretation/Explanation of Results Convincing Others	<i>Materials to prepare:</i> <ul style="list-style-type: none"> <li>• Read CH 8</li> <li>• <b>Quiz #4</b></li> <li>• Assignment: <b>Data Analysis #5</b> <u>Assignment Due Date: Lesson 6</u></li> </ul>
<b>12/11/19</b> (CLO 1, 2, 3, 4)	*Research Presentations*	<i>Materials to prepare:</i> <ul style="list-style-type: none"> <li>• Assignment: <b>Presentation</b> (ungraded) <u>Assignment Due Date: Lesson 7</u></li> <li>• Assignment: <b>Paper</b> <u>Assignment Due Date: noon, 12 Dec</u> <b>Measure: MSOL RP (per rubric)</b></li> </ul>

<sup>1</sup>Syllabus is subject to change; <sup>2</sup>Readings subject to change