



SCHOOL OF BUSINESS
MOUNT ST. JOSEPH UNIVERSITY

Organizational Research and Change I – S1 21
Mount St. Joseph University School of Business

Course Number: MGT 680-S5
Level: Graduate, Required
Credit Hours: 3
Course Meets: Saturdays, 01:00PM-04:30PM, 09/05, 09/26, 10/17, 11/07, 12/05
Due to COVID-19, this course meets in the In*Sync format.
Zoom Meeting ID: 999 8745 7636 (Password: 680)
Instructor Name: Darin A. Ladd, Ph.D.
Office Location: SE507
Office Hours: By appointment, text or telephone
Telephone: Office: (513) 244-4328 (cannot check); cell: (513) 544-9137 (text preferred)
E-mail address: darin.ladd@msj.edu (24-hr reply)

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: Ladd (2019); Posted to Blackboard

Readings: Posted to Blackboard

Videos: Posted to Blackboard



LEARNING STRATEGIES

Type	% of Course
Lecture/Traditional Classroom	50
Labs/Activities	50

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 Reviews (x 5)	5%
Data Analyses (x 5)	5%
Mid-term	20%
Presentation	15%
Paper	25%
Final Exam	20%
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) (3%) Identify three (3) potential problems or opportunities in your organization that you would like to talk with your senior vice president about. 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, and c) list the supporting information that you think the VP will require from you in order to make an informed decision.
- 2) (3%) 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) [Read](#) each of the sections and then take the exercise as a guest.
 - b) [Review](#) the examples of several different types of plagiarism.
 - c) Accomplish the [exercise](#).
 - d) 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) (2%) Read CH 1, 2, 11-6 in Ladd. I will quiz this material orally during the class period.



Article Reviews (5%). The purpose of this assignment is to practice reviewing, analyzing, and preparing the information you consume for your research paper. This assignment asks you to read five academic papers and create an article review for each (1% per review). The format is provided along with the assignment in Blackboard.

Data Analysis (5%). The purpose of this assignment is to become familiar with data analysis techniques, data visualization, and basic summary statistics. These analyses will support class discussion on the topic of data analysis.

- (1%) Data summarization
- (1%) Data exploration
- (1%) Interview/survey writing
- (1%) Content analysis
- (1%) Modeling/Theory development

Mid-term/Final Exams (40%). The exams contain a mixture of [knowledge/comprehension](#) questions drawn from the readings assigned for the included lessons, as well as previous lessons (they may be cumulative). They are administered in Blackboard, and are open-book; however, time will be a factor in completing the quiz.

Presentation (20%). You will deliver a 5-minute presentation that outlines your problem, audience, and approach. A grading rubric is provided under the assignment in Blackboard.

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 the assignment in Blackboard.

POLICIES

ATTENDANCE POLICY

It is particularly important to attend all Zoom 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.

In order to attend class meetings, you will need to use a device that allows you to attend a Zoom meeting and appear on screen, such as a laptop computer or tablet with a webcam, or smartphone with a camera. Students and instructors are expected to have their cameras on during class meetings. Please make a note of the Zoom phone number and meeting identification number so that you can call into the class meeting if you experience a technical issue. It is also helpful to have the phone numbers of fellow students or the instructor so that you can text a class participant if you have a technical issue.

ZOOM RECORDING POLICY

Any classroom recording is to be used only for the personal academic use of the individual student, where personal academic use is restricted to the personal study use of the individual. Mount St. Joseph University prohibits sharing, distributing, or publishing classroom recordings in any manner.



SCHOOL OF BUSINESS
MOUNT ST. JOSEPH UNIVERSITY

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. [Link to University Graduate Academic Honesty Policy](#)

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 the Director of Learning Center & Disability Services to present documentation and develop individualized accommodation plans. 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 [Link to University Disability Services](#).

TEMPORARY ILLNESS POLICY

Please use the following link to access Mount St. Joseph University's Temporary Illness Policy. [Link to Temporary Illness Policy](#)

COVID - 19 INFORMATION

The Mount St. Joseph University (University or Mount) COVID-19 Safety Guidelines (Guidelines) are a temporary University policy that applies to all students, employees, and visitors and to all aspects of campus operations. The Guidelines are intended to reduce the spread of COVID-19 in the University community and beyond. They are predicated on the individual responsibility all persons have to monitor their health and to take precautions in the time of COVID-19. The current Guidelines are available on myMount under the Policies tab. All students are encouraged to read the Guidelines in their entirety. [Link to COVID Policy](#)

POLICY ON INCOMPLETES

Please use the following link to access Mount St. Joseph University's policy on incompletes. [Link to Graduate Incomplete Policy](#)

DROP DATES FOR THE CURRENT SEMESTER

Please use the following link to access information regarding drop dates for this semester. [Link to Semester Policies and Procedures](#)



COURSE SCHEDULE

Date & Learning Outcomes	Topics ¹	Class Preparation & Assignments ²
09/05/20 (CLO: 1) 2-hr session	Business Research Philosophy of Science Validity Induction and Its Associated Problem <i>Activity: Formatting Research Papers</i> <i>Activity: Managing References</i> <i>Activity: Article Review</i> <i>Activity: Bayley Cemetery Walkthrough</i>	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Watch Lesson 1 Videos • Read Chapters 1-2, 11 • Assignment: Preassignments <u>Assignment due date: 09/05/20</u> • Assignment: Article Reviews <u>Assignment due date: 09/26/20</u>
09/26/20 (CLO: 2,3) 2-hr session	Sampling Basics Research Design Basic Quantitative Methods <i>Activity: Data Analysis #1 and #2</i>	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Watch Lesson 2 Videos • Read Chapter 3, 5 • Assignment: Data Analyses #1 & #2 <u>Assignment Due Date: 10/17/20</u>
10/17/20 (CLO: 2,3) 2-hr session	Basic Qualitative Methods Qualitative Data Analysis <i>Activity: Data Analysis #3 and #4</i>	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Watch Lesson 3 Videos • Read Chapter 4, 6 • Assignment: Midterm <u>Assignment due date: 10/17/20</u> • Assignment: Data Analyses #3, #4, & #5 <u>Assignment due date: 11/07/20</u>
11/07/20 (CLO 1, 3, 4) 2-hr session	Writing the Proposal Institutional Research Boards <i>Activity: Data Analysis #5 Review</i> <i>Activity: Paper Review</i> <i>Activity: IRB Proposal Review</i>	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Watch Lesson 4 Videos • Read Chapters 7-9 • Assignment: Presentation <u>Assignment due date: 12/05/20</u>
12/05/20 (CLO 1, 2, 3, 4) 4-hr session	<i>Presentations</i>	<i>Materials to prepare:</i> <ul style="list-style-type: none"> • Assignment: Final (due 12/05/20) • Assignment: Paper <u>Assignment due date: 12/07/20</u>

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