HRD 6312 Contemporary Workforce and Workplace Issues

The University of Texas at Tyler

College of Business and Technology
Department of Human Resource Development and Technology

**Syllabus**

**Course Content:**

An analysis of contemporary cutting edge issues in the workforce and workplace. The impact of shifting demographics, the information age, and the global integration of work and workplace are studied.

**Course Learning Objectives:**

These are the objectives for this course:

- To develop an understanding of contemporary cutting edge topics in HRD research.
- To develop skills in research based literature review.
- To develop an understanding of current HRD research fronts
- To develop an understanding of scholarly research requirement
- To familiarize with current HRD and related theory building research on
  - HRD definition
  - International HRD
  - The Corporate University Phenomenon
  - General theory building method
- To develop an understanding and basic skills in HRD theory building research

**Course:** HRD 6312

**Instructor:** Greg G. Wang

**Title:** Contemporary Issues in the HRD Literature

**Office:** HPR 241

**Section:** 001

**Office Hours:** Tue 3-5:30pm; Thur 2-4:30pm

**Semester:** Fall 2011

**Other Availability:** Contact Professor

**Class Time:** See class schedule

**Phone #:** 903-565-5910

**Email:** gwang@uttyler.edu

**Preferred Contact:** Email
Grading Policy and Criteria to Determine Final Course Grade:

Grade distributions
- Published research paper critiques: 3 assignments (15% each, total 45%)
- Research project (25%)
- Final presentation and Q&A (5%)
- Class participation (25%)
  - Classroom participation (10%)
  - Blackboard discussion participation (15%)

Date of Final Exam:
Saturday, December 3

Date to Withdraw without Penalty:
Click here to enter a date.

Calendar/Schedule:
1. 1:00 to 5:00 pm, Saturday, August 27
2. 1:00 to 5:00 pm, Saturday, September 17
3. 1:00 to 5:00 pm, Saturday, October 15
4. 1:00 to 5:00 pm, Saturday, November 12
5. 1:00 to 5:00 pm, Saturday, December 3

Attendance and Make-Up Policy:
N/A

Required Textbooks, Materials, and Supplies:

No single textbook can cover the broad areas in this course. The following textbook will be combined with a variety of readings listed.


Optional: You will need this book throughout your doctoral journey.


Course Outline
This course will be divided into five learning modules and combined with online discussions as outlined below.

1. **Getting Started: Embarking the Doctoral Journey (August 27)**
   - Introduction
   - Thinking styles: Independent Thinking, Analytical Thinking, Critical Thinking, Creative thinking
   - Your doctoral journey: Expect what to come
   - Research requirement: Relevance and rigor
   - Driving for publications
   - Building professional network: Conference, AHRD

Readings:


2. **HRD Definitional research and related theory building (September 17)**
   - HRD definitional research status
   - Key debating point on HRD definition
   - HRD research and practice related to the definition
   - Class debate on HRD definitions

Readings:


(There are more debates on this subject. Please follow the reference list in the above readings and do some more research and locate more debates taking place from the late 1990s to current days).

### 3. International HRD research and theory building (October 15)

- International HRD research status
- HRD Policy Studies vs. National Human Resource Development
- Country specific HRD activities vs. economic development
- Human Resource Development vs. Human Development
- Trend in International HRD research

Readings:


Lynham, S. A., Paprock, K. E., & Cunningham, P. W. (Eds.). (2006). National human resource development in transitioning societies in the developing world. *Advances in Developing Human Resources, 8*(1). (Note: Readings include all articles in this special issue, but please pay particular attention to the first and the last articles by Paprock and Lynham, respectively)


McLean, G. N., Osman-Gani, A. M., & Cho, E. (Eds.). (2004). Human resource development as national policy. *Advances in Developing Human Resources, 6*(3). (Note: Readings include all articles in this special issue, particularly the first and the last articles by McLean.)


4. **Research on the Corporate University Phenomenon (November 12)**

- The CU phenomenon status in practice
- Theoretical understanding of the CU phenomenon
- The process from practice to theory
- Trend in CU practice and research

Allen, M. (2002). What is a corporate university, and why should an organization have one? In M. Allen (ed). *The corporate university handbook: designing, managing, and growing a successful program.* (pp. 1-14). NY: AMACOM.


5. HRD Theory Building Research (December 3)

- HRD theory building status
- What is theory and why theory is important
- Criteria for assessing theories
- Theory development process
- Trend in HRD theory building research


Wang, G. G. (2011, in press). Formal language based HRD theory building. (This article will be available at a later time)


(Note: Instructor reserves the right to revise the schedule and/or the outline, e.g., the major part of class 5 content may be covered earlier due to time constraint for class presentation for the last class meeting.)
Online Discussions and Participation

Given the design of this course, a significant portion of the learning interactions will take place on the blackboard online learning system. The major discussions will be focused on the topics covered in the textbook by Gilley, Callahan, and Bierema (2003). The discussion will follow the format below:

There are total of 12 critical HRD issues covered in the book. While you are required to read all topical issues, your assignments are to identify 3 among the 12 issues that interest you and post a discussion on a designated blackboard discussion forum for each of the 3 identified issues. Your posts should cover at least the following aspects:

1. Why do you choose the topic? This is to address the importance of the topic in HRD research or practice.
2. What is a specific area that particular interest you and why? This may be a literature or experience-based discussion.
3. What research gap, if any, can you identify through the reading of the chapter you choose or through your additional research and reflections?

Please keep in mind that this is a discussion post, not a formal paper assignment. So I do not expect it to be long and the listing of references are optional. Around 2-3 screen-page on your computer screen should be sufficient for each discussion post. You may also choose a topic consistent with the modules covered in our face-to-face lectures, such as combining Globalization and HRD in the book with International HRD covered in the classroom.

In addition to your own initiated discussions on the 3 topics of your choice, you are also expected to respond to 5 other discussion posts initiated by your peers throughout the semester. Your responses to the posts initiated by others do not have to be long, but it must contain substantives feedback. Please avoid “me-too” responses.

For the online portion of the discussions and responses, there will be no individual deadlines. All discussion posts must be posted by December 9 (Central Time) after our final class meeting. While there are no deadlines for the 3 discussion post during the semester, you may wish to start early to avoid last minute rush. Also remember that your fellow students are waiting to respond to your posts. If you post your discussion on the last day of the semester, you may not be able to receive a single response.

Class Participation

This course is designed as a hybrid format combining face-to-face instructions and online learning through blackboard discussion forum. Please also feel free to email the instructor at any time if you have learning related questions.

Writing Assistance
Scholarly writing takes time and effort. You may seek writing assistance in the UT Tyler Writing Center. A rule of thumb for this type of writing is to avoid colloquial or spoken language, e.g., spell out “cannot” instead of “can’t”.

**Department Website:** www.utt Tyler.edu/hrdt

**Students Rights and Responsibilities**
To know and understand the policies that affect your rights and responsibilities as a student at UT Tyler, please follow this link:
http://www.utt Tyler.edu/wellness/StudentRightsandResponsibilities.html

**Grade Replacement/Forgiveness**
If you are repeating this course for a grade replacement, you must file an intent to receive grade forgiveness with the registrar by the 12th day of class. Failure to do so will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates will receive grade forgiveness (grade replacement) for only three course repeats; graduates, for two course repeats during his/her career at UT Tyler.

**State-Mandated Course Drop Policy**
Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the 12th day of class (See Schedule of Classes for the specific date). Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Registrar's Office and must be accompanied by documentation of the extenuating circumstance. Please contact the Registrar's Office if you have any questions.

**Disability Services**
In accordance with federal law, a student requesting accommodation must provide documentation of his/her disability to the Disability Support Services counselor. If you have a disability, including a learning disability, for which you request an accommodation, please contact Ida MacDonald in the Disability Support Services office in UC 282, or call (903) 566-7079.

**Student Absence due to Religious Observance**
Students who anticipate being absent from class due to a religious observance are requested to inform the instructor of such absences by the second class meeting of the semester.

**Student Absence for University-Sponsored Events and Activities**
If you intend to be absent for a university-sponsored event or activity, you (or the event sponsor) must notify the instructor at least two weeks prior to the date of the planned absence. At that time the instructor will set a date and time when make-up assignments will be completed.

**Social Security and FERPA Statement:**
It is the policy of The University of Texas at Tyler to protect the confidential nature of social security numbers. The University has changed its computer programming so that all students have an identification number. The electronic transmission of grades (e.g., via e-mail) risks violation of the Family Educational Rights and Privacy Act; grades will not be transmitted electronically.

**Emergency Exits and Evacuation:**
Everyone is required to exit the building when a fire alarm goes off. Follow your instructor’s directions regarding the appropriate exit. If you require assistance during an evacuation, inform your instructor in the first week of class. Do Not re-enter the building unless given permission by University Police, Fire department, or Fire Prevention Services.
Article Critiques: Requirements

Due: During class sessions of 9/17, 10/15, and 11/12 respectively

Points (each): 15

Requirements:

- The paper should be no more than 10 pages in length (not including references)
- Double space and 12 point font size
- Time New Roman or Arial,
- 1” on all sides
- Appropriate page numbering
- Unless otherwise specified, all future writing assignment should follow this format as it is required for all scholarly submissions.
  (All papers must be completed to receive a grade for the course)

Objectives

These assignments are designed for research-based self-directed learning regarding the topics covered in the class.

Assignments

1. Research and identify an article related to the class topics for scholarly critiques. The article has to be from a peer-reviewed scholarly journal. No trade journal article critiques will be graded.

2. Begin the abstract with a complete bibliographic citation in proper APA style (author, year of publication, title, journal, volume, issue, and page numbers, etc.). For proper APA style, please refer to the class assigned reading list.

3. Briefly summarize why the article is important for students in this class. (e.g., How does it relate to one of the topics covered in the class? Why is it important to enhance our understanding of the phenomenon? How important is the article to HRD?)

4. Briefly summarize the article’s content (no more than 2 pages).

5. Critique on the article, pointing out any weaknesses in it or any occasions when you think the author’s theory, model, or ideas won’t work. Note that a major portion of your grade will depend on the quality of the critique.

6. You may choose one of the articles on the class reading list for the three critique assignments. You should use at least 10 references that cited in your paper.

Friendly Reminder:

- Please start the assignments early to avoid last minute rush. Late submission will be penalized by 30% of the paper’s grade.
- Please read and proofread your writing before submission. It is also a good idea to send your writing to your peers in this class for an informal peer-review for improvement before submission.
Final Paper

Due date: December 3, 2011.

The final paper is due at the time of your presentation on December 3, 2011.

Topic Selection:

This writing assignment is to develop a scholarly idea that may have been generated through either from your work related practice or from your learning in this class. You may also choose any of the topics covered in the class.

Guidelines

- The paper should have a clear structure, such as Introduction, Literature Review, Discussion, Future Research Directions, etc.
- The paper may not be a detailed or fully developed scholarly paper. It may be a research idea you were interested and enlightened by the conference. It may also be part of your doctoral research proposal under development.
- No more than 20 pages in length, not including reference list.
- All others follow the “format requirement” specified above.
- Please read and proofread your writing before submission. It is also a good idea to send your writing to your peers in this class for an informal peer-review for improvement before submission.

Final Presentation

Due Date: December 3, 2011

Presentation Guidelines:

- You have 6-8 minutes to present your final paper as it is a common practice in many scholarly conference presentations.
- Please prepare no more than 5 slides for the presentation.
- It may be a good idea to practice your presentation in advance.
- The audience will have opportunity to engage in scholarly dialogues. So be prepared for tough questions regarding your final paper from the audience.