DEREE COLLEGE SYLLABUS FOR: MG 4577 CAPSTONE PROJECT IN HUMAN RESOURCE MANAGEMENT	
(Updated Spring 2021)	**UK LEVEL: 6** **UK CREDITS: 15** **US CREDITS: 3/0/3**

PREREQUISITES:	BU 3233 Business Research Methods MA 2021 Applied Statistics MG 2003 Management Principles or MG 2014 Introduction to HRM MG 3034 Managing People and Organizations MG 4131 Strategic Human Resource Management *Students must have at least 90 earned US credits before taking this course*
CATALOG DESCRIPTION:	Students conduct qualitative and/or quantitative research on a topic in organizational behaviour and human resource management, such as strategic human resource management, employee engagement, talent management and employee well-being and innovativeness.
RATIONALE:	The capstone course will enable seniors to expand their knowledge on a topic related to managing people and organizations by conducting qualitative or quantitative research in the field. Research can be conducted in private, public or non-governmental organisations, by addressing an academic issue or a concrete problem related to HRM in the context of a specific organisation or industry.
LEARNING OUTCOMES:	As a result of taking this course, the student should be able to: 1. Integrate diverse OB and/or HRM theoretical perspectives on a knowledge area into a coherent theoretical model. 2. Assess the validity of theoretical assumptions and extant research findings against the practice of HRM. 3. Formulate specific recommendations to HRM professionals in order to enhance individual and organizational performance based on warranted research findings.
METHOD OF TEACHING AND LEARNING:	In congruence with the learning and teaching strategy of the college, the following tools are used: ➢ Seminar-style class sessions which are devoted to supervising student research projects, including discussion of research topics in international business, tutorials on conducting research and feedback on student work. ➢ Office hours: students are encouraged to make full use of the office hours of their instructor, where they can ask questions, see their exam paper, and/or go over lecture material. ➢ Use of Blackboard, where instructors post lecture notes, online quizzes assignment instructions, required readings, timely announcements, as well as additional resources.
ASSESSMENT:	**Summative**:

Research project (individual, 4500-5500 words)	**100%**

	Formative:	
	In-class discussion of research articles; discussion of project component drafts; peer-to-peer reviews	**0%**

The formative coursework aims to prepare students for the capstone project.
The capstone project tests all Learning Outcomes (1-3).

INDICATIVE READING:	**RECOMMENDED READING:**
	Boxall, P and Purcell, J. Strategy and Human Resource Management. New York, Palgrave, latest edition.

Paauwe, J. and Farndale, E. (2017). Strategy, HRM and Performance. 2nd ed. Oxford University Press.

[Note: The above textbooks are used as reference material.]

Additional suggested books available in the library.

BOOKS

Becker, H. Writing for Social Scientists: How to Start and Finish Your Thesis, Book or Article. Chicago: University of Chicago Press, latest edition.

Bryman, A. Social research methods. New York: Oxford University Press, latest edition

Saunders, M., Lewis, P. & Thornhill, A. Research Methods for Business Students. Harlow, Prentice Hall. Latest Edition.

Yin, R. Case study Research Design. California, Sage Publications, latest edition.

ARTICLES

Al Ariss, A., Cascio, W. F. and Paauwe, J. (2014). Talent management: Current theories and future research directions. Journal of World Business 49 (2), 173-179.

Adisa, T. A., Oruh, E. S., & Akanji, B. (2020). A critical discourse analysis of the link between professional culture and organisational culture. Employee Relations, 42(3), 698–716. https://doi-org.acg.idm.oclc.org/10.1108/ER-08-2019-0344

Gallardo−Gallardo, E., Dries, N. and González−Cruz, T. F. (2013). What is the meaning of talent in the world of work? Human Resource Management Review 23 (4), 290-300.

Gallardo-Gallardo, E., Thunnissen, M., & Scullion, H. (2020). Talent management: context matters. International Journal of Human Resource Management, 31(4), 457–473. https://doi-org.acg.idm.oclc.org/10.1080/09585192.2019.1642645

Iles, P., Chuai, X. and Preece, D. (2010). Talent management and HRM in multinational companies in Beijing: Definitions, differences and drivers. Journal of World Business 45 (2), 179–189.

Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. Academy of Management Journal, 33(4), 692–724.

McDonnell, A. (2011). Still fighting the 'war for talent'? Bridging the science versus practice gap. Journal of Business and Psychology 26 (2), 169-173.

Meyers, M. C., van Woerkom, M., Paauwe, J., & Dries, N. (2020). HR managers' talent philosophies: prevalence and relationships with perceived talent management practices. International Journal of Human Resource Management, 31(4), 562–588. https://doi-org.acg.idm.oclc.org/10.1080/09585192.2019.1579747

Roumpi, D., Magrizos, S., & Nicolopoulou, K. (2020). Virtuous circle: Human capital and human resource management in social enterprises. Human Resource Management, 59(5), 401–421.https://doi-org.acg.idm.oclc.org/10.1002/hrm.22002

Schein, E. (2004). Organisational Culture and Leadership. San Fransisco, Jossey Bass.

Stahl, G. K., Brewster, C. J., Collings, D. G., & Hajro, A. (2020). Enhancing the role of human resource management in corporate sustainability and social responsibility: A multi-stakeholder, multidimensional approach to HRM. Human Resource Management Review, 30(3).

Zeitoun, H., & Pamini, P. (2021). A promise made is a promise kept: Union voice, HRM practices, implicit contracts and workplace performance in times of crisis. Human Resource Management Journal, 31(1), 277–292.

Zhang, F., & Parker, S. K. (2019). Reorienting job crafting research: A hierarchical structure of job crafting concepts and integrative review. Journal of Organizational Behavior, 40(2)

COMMUNICATION REQUIREMENTS:	Use of appropriate academic conventions as applicable in oral and written communications.
SOFTWARE REQUIREMENTS:	MS Office
WWW RESOURCES:	www.shrm.org www.cipd.co.uk www.ilo.org
INDICATIVE CONTENT:	Research-related topics 1. Developing a research proposal 2. Reviewing the literature 3. Developing a conceptual research model- writing research hypotheses 4. Qualitative / Quantitative research and design of field research 5. Analysing collected data in relation to hypotheses 6. Reporting research findings Indicative HRM topics 1. HRM and the quest for the management of culture 2. Talent Management 3. HRM and Labor Relations