

COURSE RESEARCH PROJECT ASSIGNMENT GUIDE
HLSC 4300 – B01: Organizational
Behavior in Health Care

Overview:

This Course Research Project Assignment Guide provides important information relating to the Instructor's expectations of students in their preparation and submission of both the Course Research Paper Proposal and the Course Research Paper, the components of the Course Research Project.

Course Research Paper Proposal:

The Proposal is submitted in advance of the Course Research Paper's submission. The Proposal is intended to assist the student in identifying their topic, organizing, and preparing a framework for the Course Research Paper, and identification of reference sources in advance. This front-end preparation later benefits the student in their preparation of the Course Research Paper and additionally provides the Instructor an opportunity to review and comment, if needed, on the contents of the student's Proposal. See "Preparation of Course Research Paper Proposal" section below for the actual preparation details of the Proposal.

Course Research Paper:

The purpose of this paper is to present a **human resources issue** (thus there must be some sort of controversy), research the literature, analyze the alternatives, and present a conclusion (take a stand). It is common that managers are asked to research some issue of concern to the organization and then analyze the various viewpoints and make a recommendation regarding a course of action. This paper provides the opportunity to hone those skills, and human resources issues are rife with controversy.

How to proceed?

- Select a health care oriented human resources issue with two sides (viewpoints).
 - Can managers effectively manage teleworkers in a health care environment?
 - Mandatory diversity training is not an effective means of improving diversity in health care.
- Research the literature.
- Analyze the alternatives or positions.
- Present a conclusion or recommendation.

See "Preparation of Course Research Paper" section below for the actual preparation details of the Paper.

Topic for Course Research Project:

- Recruitment
- Benefits
- Staffing (contract vs. in-house)
- Exit of Baby Boomers; succession planning
- Labor Relations

- Training
- Organizational Learning
- (The nursing shortage may not be used as a topic for this paper.)

Tips:

Be sure your topic is sufficiently narrow to allow you to make recommendations or take a stand on the issue. Do a literature review early in the process to make sure there is enough literature to support your topic. Be sure your recommendations are supported by the literature and be sure to cover both sides of the issue.

Do not lose points for poor grammar, spelling errors, and the like. Proofread your paper. Get help if writing is not your best strength.

Preparation of Course Research Paper Proposal:

1. No abstract is required.
2. No minimum length.
3. Double-spaced with 1-inch margins.
4. APA 7th edition format.
5. Prepared in a formal outline form to be organized as follows:
 - a. Title Page
 - b. Introduction:
 - i. Selected "TOPIC" stated succinctly
 - ii. Paragraph on the background of the human resource issue and source of problem
 - iii. Paragraph on why the student selected the particular issue
 - c. Body:
 - i. Bullet-pointed problems with the selected "TOPIC" of concern, conflict, contentious or lack of resources etc...
 - ii. Bullet-pointed expected analysis of the problem of concern, conflict, contentious or lack of resources etc...
 - iii. Bullet-pointed expected proposed potential alternatives/solutions to the human resource issue
 - iv. Justify the expected proposed potential alternatives/solutions to the problem being of concern, conflict, contentious or lack of resources etc...
 - d. Conclusions:
 - i. Describe how the student's expected proposed potential alternatives/solutions will alleviate the of concern, conflict, contentious or lack of resources etc...
 - e. Summary:
 - i. Succinctly summarize the Introduction, Body, and Conclusions
 - f. Reference/Bibliography.
6. The Reference/Bibliography page should show your expected references organized in APA 7th edition format. There should be at least five references; one reference can be a trusted website, three should be scholarly publications, and the remaining reference type is to be selected by the student.
7. Prepare the Course Research Paper Proposal using Microsoft Word 2003 or any later version.

Preparation of Course Research Paper:

1. Shall be no less than 5 pages and no longer than 7 pages of text, excluding the Title and Reference/Bibliography pages.
2. Shall be without an abstract.
3. Entire paper shall be double-spaced with 1-inch margins.
4. Entire paper organized and prepared in APA 7th edition format.
5. Using the outline prepared in the Proposal above, expand the Introduction, Body, Conclusions, and Summary with actual additional research and information.
6. Organize and prepare the Paper as follows; do not organize/prepare as an outline, organize/prepare in APA 7th edition format:
 - a. Title Page
 - b. Introduction
 - c. Body
 - d. Conclusions
 - e. Summary
 - f. Reference/Bibliography.
7. The Reference/Bibliography page should show your expected references organized in APA 7th edition format. There should be at least five references; one reference can be a trusted website, three should be scholarly publications, and the remaining reference type is to be selected by the student.
8. Prepare the Course Research Paper Proposal using Microsoft Word 2003 or any later version.

Due Dates/Times:

Course Research Paper Proposal:

The Course Research Paper Proposal is due **March 21, 2021/11:59 p.m.** and is to be uploaded through the identified SafeAssign link located in Unit 7 of Blackboard. The Proposal may be uploaded as a .doc, .docx, or .pdf file.

Course Research Paper:

The Course Research Paper is due **May 02, 2021/11:59 p.m.** and is to be uploaded through the identified Turnitin® Link located in Unit 11 of Blackboard. The Paper may be uploaded as a .doc, .docx, or .pdf file.

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