I. RATIONALE:

This course provides an opportunity for students to learn about and conduct applied organizational research in an area of professional interest. This course follows SOC 331, where students are introduced to writing for investigative purposes. As part of the course, students actually learn the skills necessary for writing reports, proposals or other organizational documents that will be used help solve a specific organizational problem or make a decision.

As Organizational Dynamics professionals, we recognize that reactions to trauma come in many forms. The content of this course, and discussions about trauma from different perspectives, may bring about unexpected and unsettling reactions. Responses to trauma are often strategies that survivors have developed to keep themselves safe, and therefore really reflect strength and resiliency. Recognizing how trauma impacts anyone is an important part of skill building for creating trauma-informed services and systems. Please do not hesitate to contact the instructor at any time during the course if you would like to discuss, privately, your reactions to the content we are reviewing and/or the discussions we are having.

II. MAJOR INSTRUCTIONAL GOALS

GOAL A:
The student will demonstrate effective critical thinking and problem solving skills related to the discipline of organizational dynamics.

Learning Outcomes: The student will:

A-1. Explain the purposes and applications of action research.
A-2. Identify a problem area to research in their chosen area of professional interest.
A-3. Conduct a literature review of information within area of interest, demonstrating understanding of topic.
A-4. Identify a testable hypothesis to investigate.
A-5. Demonstrate a knowledge of the variables to be used in the proposed study.

GOAL B:
The student will become familiar with various sampling and instrumentation issues and
select the most appropriate ones to address the problem area selected for investigative purposes.

**Learning Outcomes:** The student will:

B-1. Describe their proposed sample.
B-2. Identify the guidelines/criteria to use in selecting an appropriate sample size.
B-3. Identify a sample of participants who meet the criteria that will provide the information necessary to address the research question.
B-4. Select and describe the best instrument to be used to collect data to address the research question.

**GOAL C:**
The student will gain a clearer understanding of the various procedures that may be used in the research process.

**Learning Outcomes:** The student will:

C-1. Distinguish between experimental and non-experimental research procedures.
C-2. Select the appropriate research procedure to use to address the research problem of interest.
C-3. Define ethical issues in measurement.

**GOAL D:**
The student will systematically plan for the analysis of data to answer the research question under investigation.

**Learning Outcomes:** The student will

D-1. Select a research method to investigate the problem in their chosen area of professional interest.
D-2. Describe which method of analysis will be employed and the major steps that will be followed in analyzing study data.

**GOAL E:**
The student will be demonstrate the ability to actively engage in research and critically evaluate, synthesize, and analyze information that is related to the disciple of organizational dynamics.

**Learning Outcomes:** The student will

E-1. Describe the use of strategic planning for sustainable change and development.
E-2. Describe the complexities of the situation in which he/she is enmeshed.
E-3. Explain the impact of the political dimensions of the settings in which he/she works and how these dimensions may be addressed so as not to impede the
The student will be able to communicate the outcomes of inquiry.

**Learning Outcomes:** The student will:
- **F-1:** Formulate and write a professional paper.
- **F-2:** Demonstrate an understanding of how the results of the proposed study fit within the context of similar studies.
- **F-3:** Evaluate the connection(s) between results and conclusions in research investigations.
- **F-4:** Present orally the contents and results of their research in a professional manner.

**GOAL G:**
Demonstrate skills in the use and application of technology in hybrid courses

**Learning Outcomes:** The student will:
- **G-1:** Effectively utilize functionality of the Blackboard system for the online portion of this course.
- **G-2:** Actively participate in online discussions and contribute to online group assignments.

**GOAL H:**
Demonstrate effective written and oral communication skills.

**Learning Outcomes:** The student will:
- **H-1:** Communicate information orally in a logical and grammatical style.
- **H-2:** Present written information using standard APA style.