Bus Admin 441: Diversity in Organizations

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UWM Libraries Course Guide: http://guides.library.uwm.edu/BusAdmin441

Searching for Human Resources topics focusing on value of diversity in organizations

a. empirical evidence to argue about
   i. the value of diversity in organizations
   or
   ii. a current issue related to diversity in the workplace.

b. “Current”

c. Use ONLY peer-reviewed journals, Preferably top tier journals such as:

1. Journal of Applied Psychology
   Full text: Business Source Premier 1987 v72(1) until 2006 v91(4)
   Full text: PsycARTICLES (UW System) from 1917

2. Personnel Psychology
   Full text: ABI/INFORM Collection (UW System) 1987-2010
   Full text: Business Source Premier Available 1965; NOT most recent 1 year
   Full text: Wiley Online Library Available from 1996 volume: 49 issue: 1
   (others)

3. Academy of Management Journal
   Full text: Business Source Premier Available from 1963
   (others)

4. Academy of Management Review
   Full text: Business Source Premier Available from 1976
   (others)

5. Psychological Bulletin
   Full text: PsycARTICLES (UW System Shared) Available from 1904
   (others)

   Full text: PsycARTICLES (UW System Shared) Available from 1965
   (others)

7. Journal of Vocational Behavior
   Full text available at: ScienceDirect Available from 2005 volume: 65 issue: 1

8. Journal of Organizational Behavior
   Full text: ABI/INFORM Collection Available 1988 to 2005
   Full text: JSTOR Arts & Sciences Avail: 1988 v9(1) to 7 years ago (not current)
   Full text: Wiley Online Library 2015 Full Collection Avail: 1996 volume: 17 (1)

d. Cite sources in APA style (Librarian recommendation to try RefWorks for citing and storing)
Diversity Argument or Current Issues Research Paper - 20% of Course Grade

By the end of this assignment, students will be able to: Provide an evidence-based argument.

a. Know how to conduct academic peer-reviewed journal research.
b. Build peer review skills by conducting a peer-review of a paper.
c. Write an evidence-based argumentative paper.

Diversity Argument: Imagine that you are a Human Resources Director at a large Fortune 500 corporation in the U.S. Recently, your firm has come under scrutiny by some shareholders for not making Fortune magazine’s top 50 best workplaces for diversity in the U.S (http://fortune.com/best-workplaces-for-diversity/) and your Board wants some answers. Research the human resource literature to present an evidence-based argument regarding this issue to your Board of Governors including recommendations.

Current Issues: Choose an issue that is current and is related to Diversity in the Workplace. Take an argumentative stance regarding the issue and support your view with an evidence-based argument. APA conventions for style, format and citations is required. Your evidence must come from academic, peer-reviewed professional journals, cite at least 10 sources. Undergraduate students: paper length is a minimum of 6 pages and a maximum of 8 pages (not including cover page and reference section); Graduate students: paper length is a minimum of 8 pages and maximum of 12 pages (not including the cover page and reference section).

There are 8 steps to this assignment, each build towards completion of this assignment. Recommended completion dates are provided on the class schedule to help keep you on track.

1. Topic: Select your topic.
2. Research: Participate in the library session during class on how to conduct peer-reviewed academic research. Generate an APA style Bibliography listing of potential empirical research relevant to your argument, minimum of 10 empirical articles.
3. Analyze: Review the relevant research articles and summarize their key points pro/con in your argument.
4. Thesis Statement and Outline: After analyzing the research, determine your thesis statement (i.e. pro/con) and construct your draft outline.
5. First Draft: Write first draft. Paper length is a minimum of 6 pages and a maximum of 8 pages (not including cover page and reference section); 8-12 for grad students. Use APA writing, format and citation style.
6. Peer Review: Ask a fellow student to review your paper.
7. Final Draft: Review feedback from peers, revise the paper for.
8. Final Submission: Final submission on May 11th.

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