

HR Literature's Contribution (Academic Paper)  
Due Date-check course activity page

You will develop a term paper covering a topic from our Human Resource Management area. I am asking each of you to prepare an Article Contrast paper. The articles for the contrasts should be chosen to correspond with any of the topic areas covered in class or text (topics listed on the syllabus or the Table of Contents of our text). Below you will find several suggestions for our Term Paper Assignment.

1. The articles should be obtained from the following journals only\* and using articles from 1994-present.

Academy of Management Journal  
Academy of Management Review  
Academy of Management Executive  
Journal of Applied Psychology  
Human Resource Magazine (formerly Personnel Administrator)  
Harvard Business Review  
Human Relations  
Organizational Behavior and Human Decision Processes  
(formerly Organizational Behavior and Human Performance)  
Journal of Management  
Personnel Psychology  
Journal of Organizational Behavior  
Group and Organization Management (formerly Group and Organization Studies)  
Leadership Quarterly  
Journal of Personality and Social Psychology

\*Some topics may require additional journals other than those listed. If you believe there is need to incorporate journals that are not on this list, talk with me about it first.

2. The contrast will include a comparison/contrast between 3 articles you have chosen that are on the same HR topic. The purpose is for you to enhance your ability to integrate information from separate sources while increasing the depth of your understanding of a particular topic area of our course.

3. The paper should include the following on a cover page:

- a. The title of the articles and their journals (underline the name of the journal; enclose the article titles in quotation marks);
- b. Names of the author(s); and
- c. Your name

4. The contrast should include the following within the paper submitted: Introduction to the topic, Sections that allow you to develop the content, and a Conclusion to the paper. As a minimum, the content should cover the following:

- a. Similarities of the theory addressed in the articles;
- b. Differences among the three articles;
- c. Any possible reconciliation of the opposing points;
- d. An integration of the information contained in the three articles;
- e. Your personal opinion; and
- f. How you might apply what you have read specifically in a human resource management work situation.

5. Punctuation, grammar, and spelling will be graded (See grading sheet for more details on grading, etc.).

6. A copy of the articles should be attached to the term paper.

7. The paper should not exceed 7, double-spaced, printed pages (excluding the copies of articles).

8. A note on sites, authors, and information.

When writing your papers give appropriate credit to authors for direct quotes and in places where you have paraphrased an authors ideas (an APA Writing Manual will give you the appropriate method for these sites, etc).

9. Write in 3<sup>rd</sup> person except when you are providing your opinion and personal applications (probably in a conclusion section).

## Class Presentation

A short class presentation will be required toward the end of the term. This presentation is to allow you to describe the findings of your term paper. You will select the issues/topics from your term paper that have the most interest to our class and share the information with the group. This will be a timed presentation with the class deciding on the exact length.

