

## **Independent Study Policy- MHRM Program**

### **Intent**

The objective of completing a three credit elective MHRM independent study is to provide the opportunity for an in-depth research analysis of a critical HR topic. This culminates in a research paper addressing in detail the following areas:

Section I- A detailed and comprehensive academic literature review of research on the topic/area. Pending the topic selected, this could be a review of research focusing on leadership development, succession planning, workforce flow, performance management, compensation, strategy, analytics, metrics, etc.

Section II- A review of what is working in the field- why it is working; what are some of the practices that make a difference; what does the research say in relation to success and failure.

Section III- Everything considered, what are your recommendations to improve the topic/area, as well areas for future research. You should specify areas that need future research and spell out ways to conduct the research.

### **Use of elective credits**

As a guideline, no more than six credits should be utilized for independent study. Other elective credits should be used for standard course electives offered as part of the MHRM program. A faculty member (usually the Graduate Director) must agree in advance to advise on the study. Once approval is received, a special permission number is needed for registration for the independent study course.

### **International Students- Use of Curricular Practical Training (CPT) Associated with an Independent Study**

A CPT form can be obtained from the International Student Office to establish the CPT as part of an independent study. In those instances, the research paper should conform to the sections listed above but should also contain a brief section addressing how the work experience relates to the area you are researching (what are the work practices; what could be done to improve the work based on your research).