UWE Bristol | University of the West of England

MODULE SPECIFICATION

Part 1: Information			
Module Title	Research in HRM and Leadership		
Module Code	UMPDMS-15-2	Level	2
For implementation from	September 2018		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Business and Law	Field	
Department	BBS: Business and Management		
Contributes towards	BA (Hons) Business and Management, BA (Hons) Business Management and Leadership		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	Introductory Research Project (BIM) UMCDMA-15-2 Introductory Research Project (MET) UMCDMB-15-2		
Co- requisites	Research Methods for Business UMCDM8-15-2; OR Research Methods for Marketing and Events UMCDM9-15-2		
Module Entry requirements	N/A		

Part 2: Description

This module provides students with the opportunity to explore the contemporary research in the fields of HRM and Leadership. Through a series of research seminars, researchers from both the field of HRM and Organisational studies will highlight their areas of research expertise before students explore an area of specific interest. The module allows students to build upon the knowledge and skills gained through the Research Methods module in the preceding semester, in applying the research methods training to a small-scale research project of their choosing. This can be either applied research; through negotiating access with a local business, charity or third sector employer, or by engaging in primary research that is more empirical in nature.

Teaching and learning methods will support students to make informed decisions regarding methods, through the process of gathering and analysing data, and writing and presenting research finding to be presented in a series of research seminars that will be student-led, and open to outside invite, developing a strong community of researchers within the fields. These will build on subject-led sessions in the first semester in Research Methods for Business and during the first three weeks of the module.

The structure of the module will be as follows:

- Weekly 2 hr research seminars, supported by the research groups and centres from Organisational Studies and HRM. For the first 3 sessions, these will be staff-led. The final 3 sessions will be student-led.
- Weekly 1 hr support sessions covering the following curriculum:
  - Agreeing appropriate methods for your chosen research questions
  - Negotiating access to research participants or organisations
  - Applying the principles of quantitative and/or qualitative research (if appropriate)

o	Using research results to develop recommendations for business practice or future research
o	Principles of ethical research
o	Presenting and defending research effectively through a range of approaches: written and oral

Part 3: Assessment

Students will then work together in groups defined by shared research interests to agree a small, defined research proposal that will be signed off by staff (including ethical approval) either before the group conduct the research within an organisation that they identify and negotiated access with, or if appropriate through empirical research.

Component A is a student-led research seminar where students will present their own research findings, during each research seminar of 2 hours 3 groups will present and their research to be discussed by both staff and students (max. 40 minutes). Students will be assessed on both the quality of their research, their ability to reflect on areas of weakness in their research design. This will be supported by the submission of an individual write up of the research (max. 2500) outlining the research rationale and methods, analysing the data gathered as a group, and interpreting this to produce recommendations to address the business issue/ or identified research problem.

Identify final timetabled piece of assessment (component and element)	Component A	
% weighting between components A and B (Standard modules only)	**A:** **100%**	**B**:

First Sit

Component A (controlled conditions) **Description of each element**	**Element weighting** (as % of component)
1. Student-led Group Research Seminar (max. 40min) with supporting written research conference paper (max. 2500 words)	100%
Component B **Description of each element**	**Element weighting** (as % of component)

Resit (further attendance at taught classes is not required)

Component A (controlled conditions) **Description of each element**	**Element weighting** (as % of component)
1. Individual Student VIVA (max. 30min)	25%
2. Individual Research Report (max. 2750 words)	75%
Component B **Description of each element**	**Element weighting** (as % of component)
n/a	

Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will be able to:
	- Apply knowledge of enquiry and research methodologies, methods and analytical techniques to a real-world business or research issue (component A) - Undertake research, including the ability to identify and define problems and plan, timetable and execute a realistic enquiry design (component A) - Develop a short business or research report to present their research rationale, data, analysis, findings and conclusions (component A) - Formulate reasoned solutions and make practical recommendations or

	• recommendations for future research as a result of the research undertaken (component A) • Critically reflect upon their own practice and draw conclusions about the research path chosen, possible alternatives and future practice (component A and A) • Present research effectively to a diverse audience (component A)
Key Information Sets Information (KIS) Contact Hours Total Assessment	**Key Information Set - Module data** *Number of credits for this module* 15 The table below indicates as a percentage the total assessment of the module which constitutes a; **Written Exam**: Unseen or open book written exam **Coursework**: Written assignment or essay, report, dissertation, portfolio, project or in class test **Practical Exam**: Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)
Reading List	There are two possible core texts for the module which are the same as your 'Research Methods' module - we advise you to have a look at both and decide which one suits you both for this year *and* for your final year project: 1) Saunders, M., Lewis, P. & Thornhill, A. (2015) *Research Methods for Business Students* (7th ed.). Harlow: Pearson. 2) Bryman, A. & Bell, E. (2015). *Business Research Methods* (4th ed.). Oxford: Oxford University Press. The following sources are also recommended: ***Useful online resources:*** Ro.uwe.ac.uk The UWE library is your first stop for information with this page leading you to most resources: http://www1.uwe.ac.uk/library/yoursubject/businessandmanagement.aspx

Key Information Set - Module data

Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	
150	36	114	0	150	✔

Total assessment of the module:	
Written exam assessment percentage	0%
Coursework assessment percentage	60%
Practical exam assessment percentage	40%
	100%

	Lynda.com is available via UWE Library and offers online videos and courses on SPSS, qualitative and quantitative research - including Marketing Research Fundamentals: http://www1.uwe.ac.uk/library/usingthelibrary/searchforthingsa-z/trainingvideos.aspx This study and information skills page is particularly useful for business and marketing students: http://www.uwe.ac.uk/library/resources/bus/learningunits/ibis/index.html In addition a number of e-learning resources are available: - The MySkills Study Skills website at http://www.uwe.ac.uk/library/resources/hub/ - Espresso Maths – one-to-one help with maths and statistics http://www1.uwe.ac.uk/students/studysupport/studyskills/mathematicsandstatistics.aspx

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First CAP Approval Date	31 January 2017 - Version 1 - link to RIA			
Revision CAP Approval Date *Update this row each time a change goes to CAP*		Version	2	*Link to RIA*