Module Specification

Research in HRM and Leadership

Version: 2021-22, v2.0, 30 Jul 2021

Contents

Part 1: Information

Module title: Research in HRM and Leadership

Module code: UMPDMS-15-2

Level: Level 5

For implementation from: 2021-22

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Frenchay Campus

Field: Business and Management Cross-Disciplinary

Module type: Standard

Pre-requisites: None

Excluded combinations: Introductory Research Project (Marketing and Events) 2021-22

Co-requisites: Research Methods for Business 2021-22

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Co-requisites: students must take one out of Research Methods for Business UMCDM8-15-2 or Research Methods for Marketing and Events UMCDM9-15-2.

Features: Not applicable

Educational aims: 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.

Outline syllabus: 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).

Using research results to develop recommendations for business practice or future research.

Principles of ethical research.

Presenting and defending research effectively through a range of approaches: written and oral.

Part 3: Teaching and learning methods

Teaching and learning methods: 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.

Module Learning outcomes:

MO1 Apply knowledge of enquiry and research methodologies, methods and analytical techniques to a real-world business or research issue

MO2 Undertake research, including the ability to identify and define problems and plan, timetable and execute a realistic enquiry design

MO3 Develop a short business or research report to present their research rationale, data, analysis, findings and conclusions

MO4 Formulate reasoned solutions and make practical recommendations or recommendations for future research as a result of the research undertaken

MO5 Critically reflect upon their own practice and draw conclusions about the research path chosen, possible alternatives and future practice

MO6 Communicate research effectively to an intended audience

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link
https://uwe.rl.talis.com/modules/umpdms-15-2.html

Part 4: Assessment

Assessment strategy: Component A1: An individual write up of the research (max. 2750) 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. (75% of the final mark)

Component A2: A 1000 word reflective essay which will be asking students to provide evidence of their academic and intellectual development over the period of the module and include your thoughts and reflections on that development. The focus will be particularly on research design, data collection and analysis. Students will be assessed on their ability to reflect on areas of strengths and weaknesses of their research design, project management and data analysis. (25% of the final mark)

Assessment components:

Report - Component A (First Sit)

Description: A research report (2750 words)

Weighting: 75 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

Reflective Piece - Component A (First Sit)

Description: 1000 word reflective essay

Weighting: 25 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO5

Report - Component A (Resit)

Description: A research report (2750 words)

Weighting: 75 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

Reflective Piece - Component A (Resit)

Description: 1000 word reflective essay

Weighting: 25 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO5

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Management and Leadership [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2020-21

Business and Human Resource Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2020-21

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2020-21

Business and Human Resource Management [Jan][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Human Resource Management [May][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Human Resource Management [Sep][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2020-21

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business and Human Resource Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20

Business Management and Leadership {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20