



Module Specification

Research in Human Resource Management

Version: 2023-24, v2.0, 27 Jun 2023

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Part 1: Information

Module title: Research in Human Resource Management

Module code: UMPDTG-60-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 60

ECTS credit rating: 30

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Field: Human Resource Management

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: This module prepares students to conduct research (organisation-based; issue-based or desk-based) from a range of qualitative and quantitative perspectives.

Features: Not applicable

Educational aims: To equip students with the knowledge and skills that will enable them to design, conduct and evaluate research projects in the field of human

resource management.

To allow students to develop and apply theoretical knowledge and problem-solving skills in the in-depth investigation and analysis of an aspect of human resource management.

To enable students to make a persuasive business case for appropriately developed and justified recommendations, based on their dissertation research, including an indication of relevant cost and resource implications for the organisation.

To introduce students to the notion and practice of self-directed continuing professional development.

Outline syllabus: (1) The Nature of Research: research paradigms and strategies: looking at the ideas that underpin the use of quantitative and qualitative methods ; - The role of theory in research and development of key research questions to form a conceptual/analytical framework

(2) Qualitative methods (I): interviews and focus groups

(3) Qualitative methods (II) documentary analysis; discourse analysis; participant and non-participant observation; thematic qualitative data analysis.

(4) The literature review and conducting desk based research/identifying gaps in the literature

(5) Sampling in qualitative research; research access and ethics (including privacy notices, consent forms and participant information forms)

(6) The nature of quantitative research: concepts, measurements and indicators

(7) Reliability and validity; causality, generalisation and replication

Sampling: probability sampling methods; non-probability sampling methods

(8) Survey design: errors in survey research, how to structure a questionnaire

(9) Quantitative methods and techniques: how to use Qualtrics

Using SPSS to analyse your data

(10) How to analyse and present findings based on quantitative data (including secondary data)

(11) Integrating qualitative and quantitative methods

Writing up the dissertation; purpose statements and critical writing

Part 3: Teaching and learning methods

Teaching and learning methods: The module is taught through a combination of formal staff presentations, student-led seminar discussions and debate and exercises involving the practical application of research concepts, principles and techniques. Additional learning materials, intended to complement the formal class sessions, will be supplied. A formal teaching programme on research methods covering research design, quantitative and qualitative data collection, data analysis and writing up of research, will be delivered. Time will be made available for the development of students' practical skills in such areas as interviewing, questionnaire design and computerised data analysis.

The student will be expected to undertake a large amount of self-directed learning during the dissertation phase. However, primary support is given to the student through his/her dissertation supervisor. The supervisor is there to act as advisor to the student, providing a contact when ideas need to be explored or problems addressed, directing the student towards other staff when specific skills/expertise are required. It is expected that students and supervisors will meet regularly. The module leader is also available to support students. He/she may be involved in the preliminary discussions with students over initial topic ideas and their viability and choice of appropriate project supervisors. In addition, the module leader will monitor the progress of students and take action, where required.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Design a research strategy that is appropriate for the investigation of a Human Resource Management topic.

MO2 Critical evaluation of principal research traditions and approaches in human resource management, including the relationship between theory, research approach and method.

MO3 Critically examine the theory and empirical research relevant to the topic area.

MO4 Apply and evaluate different techniques of data collection when conducting research in the field of Human Resource Management

MO5 Analyse and synthesise different sources of data to develop well-supported conclusions and recommendations based on a business case.

MO6 Evaluate the ethical issues in social research and the dilemmas in the dissemination and implementation of research findings.

Hours to be allocated: 600

Contact hours:

Independent study/self-guided study = 500 hours

Face-to-face learning = 36 hours

Total = 536

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link

Part 4: Assessment

Assessment strategy: The module is assessed directly through the design, conduct and presentation of the research project in the form of a dissertation.

Formative assessment is provided from the beginning of the module through the consideration of research reports and journal articles. Students will thereby benefit from class debate, commentary and feedback from the tutor. Further formative assessment will be provided by the dissertation supervisor during the dissertation phase. Summative assessment takes place at the end of the module, comprising one task) which is a 12,000 word dissertation.

Assessment tasks:

Dissertation (First Sit)

Description: The final assessment for the module is a 12,000 word dissertation.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

Dissertation (Resit)

Description: The resit opportunity is available to students, on the same basis as the first submission (12,000 word dissertation) if they fail on the first attempt.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management [Sep][PT][Frenchay][3yrs] MSc 2021-22