Module Specification

Research in International Human Resource Management

Version: 2023-24, v2.0, 21 Jun 2023

Contents

Part 1: Information

Module title: Research in International Human Resource Management

Module code: UMPDVK-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

Delivery locations: Not in use for Modules

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 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 encourage students to develop strong team-working skills to solve complex issues within a real-world organisation.

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

Outline syllabus: Indicative content might include:

(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

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

(11) Integrating qualitative and quantitative methods

(12) 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.

The assessment strategy has been designed to scaffold student learning and to help them to develop the relevant skills to work on cognitively complex tasks and to produce high quality research. Students will be supported to work in groups on a research issue emanating from a real-world organisation. Each group will be facilitated by a group supervisor, working as a critical friend. This approach to designing research means that students are both empowered and encouraged to pursue their research interests; but will additionally develop their cognitive and information literacy skills in a rich learning environment through participation, peer learning and collaboration. The presentation element of the assessment assesses students' ability to organise and well as to demonstrate strong oral communication skills. Again, the group element here is intended to encourage students to support each other in an activity that is often seen as daunting.

In addition, students take their experiences of group learning and reflect on the research process. They will utilise the skills developed to synthesise the research into a 2000 word report, which tests their individual ability to be critically analytical, as well as to write up research.

The students will be expected to undertake a large amount of self-directed learning, alongside the overarching learning outcomes from the group element. The group

supervisor, as highlighted above, acts as advisor to the students, providing a contact when ideas need to 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. 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 = 570 hours

Face-to-face learning = 36 hours

Total = 606

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link https://rl.talis.com/3/...?lang=en-GB&login=1

Part 4: Assessment

Assessment strategy: Task1: Group - Research proposal about 2500 words. This should contain outline of proposed research, ethics consideration, and literature review (20% of module mark).

Task 2: Group - Presentation. This will cover data analysis and recommendations. (40% of module mark)

Task 3: Individual - 2000 words report & self-reflection (40%)

Assessment components:

Written Assignment (First Sit)

Description: Group research proposal (2500 word)

Weighting: 20 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3

Presentation (First Sit)

Description: Group presentation (20 mins presentation and 10 mins questioning)

Weighting: 40 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO4, MO5, MO6

Report (First Sit)

Description: Individual - report & self-reflection (2000 words)

Weighting: 40 %

Final assessment: Yes

Group work: No

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

Written Assignment (Resit)

Description: Group research proposal (2500 word).Groups of one permitted where necessary.

Weighting: 20 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3

Presentation (Resit)

Description: Group presentation 20mns . Groups of one permitted where necessary

Weighting: 40 %

Final assessment: No

Group work: Yes

Learning outcomes tested: MO4, MO5, MO6

Report (Resit)

Description: Individual - report & self-reflection (1500 words)

Weighting: 40 %

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 (International) [Frenchay] MSc 2023-24