



Module Specification

HRM Project: Project Scoping

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Part 1: Information

Module title: HRM Project: Project Scoping

Module code: UMPTFD-30-M

Level: Level 7

For implementation from: 2026-27

UWE credit rating: 30

ECTS credit rating: 15

College: College of Business and Law

School: CBL Bristol Business School

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 is the first of two project modules. It introduces students to the practice and process of research, supporting their engagement with relevant academic and professional literature as they learn how to frame a research study within the context of an existing body of knowledge.

Features: Not applicable

Educational aims: The module aims to develop students' ability to identify and summarise existing professional and/or academic knowledge on a given topic. As well as giving students an understanding of research principles and practices, the module will encourage students to apply these to the evaluation of a body of knowledge, and the development of research ideas to address an organisational issue or opportunity.

Outline syllabus: An indicative list of the topics covered is as follows:

The role of research in professional practice

The research process

Research approaches and methodologies

Research methods

Using AI in research

Research ethics

Critical thinking

Argumentation

Presentation skills.

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.

Teaching and learning methods will include lectures, activity-based workshops, investigations into case studies, contemporary supply chain management problems and challenges. Students will develop their professional practice by working with peer discussion groups during sessions in support of the learning outcomes. Formative feedback will be included in sessions to help students to pursue the

achievement of learning outcomes.

The module emphasises active and experiential learning methods. In particular, the module is informed by the 3Ps whereby students learn in 3 steps: Prepare, Participate, and Practise. Students are expected to prepare for each session, participate fully and practically apply their knowledge and skills.

Prepare

Students prepare by reading and studying the materials provided to acquire background knowledge.

Preparation and independent study involves students using a range of material such as videos, books, journals and professional publications to deepen their understanding of the taught concepts.

Participate

Students participate in class activities which may include group debates, completion of tasks and interactive sessions, whereby students become co-creators of their learning journey.

Students are encouraged and expected to participate in analysing contemporary challenges through problem based learning approaches, case studies, presentations and discussions, etc. to draw conclusions.

Practise

By engaging in session activities students practise applying their knowledge to real-world situations.

Emphasis is placed on practical application of the taught theory and Student's development of learning- independence through active engagement with both taught theory and practice.

The University's Virtual Learning Environment (VLE) will help students access course materials, (including videos, lecture slides, useful research links, announcements, etc.) and assessment-specific information and support.

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 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. They 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 Investigate an organisational issue, developing a coherent conceptual framework based on recognised academic and/or professional literature.

MO2 Demonstrate a critical understanding of research methodologies and ethical considerations in HRM settings.

MO3 Critically analyse, evaluate and synthesise information to produce a project proposal.

MO4 Effectively communicate complex and sophisticated outputs to professional stakeholders.

Hours to be allocated: 300

Contact hours:

Independent study/self-guided study = 264 hours

Face-to-face learning = 36 hours

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umptfd-30-m.html) via the following link <https://uwe.rl.talis.com/modules/umptfd-30-m.html>

Part 4: Assessment

Assessment strategy: 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, who will give formative feedback on the group's work. 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, formative feedback and collaboration.

Group proposal (3000 words)

Students will work in groups to produce proposals for researching an organisational issue or opportunity. This should contain outline of proposed research, ethics consideration, and literature review.

Resit assessment will match the first sit and deliverable(s) will be scaled appropriately to group size and task complexity.

Assessment tasks:

Written Assignment (First Sit)

Description: Group Research Proposal (3000 words)

Weighting: 100 %

Final assessment: Yes

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3, MO4

Written Assignment (Resit)

Description: Group Research Proposal (3000 words)

Weighting: 100 %

Final assessment: Yes

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management [Frenchay] MSc 2026-27