



## **Module Specification**

### **Investigating a Business Issue From a Hr Perspective (Report)**

Version: 2023-24, v2.0, 23 May 2023

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## **Part 1: Information**

**Module title:** Investigating a Business Issue From a Hr Perspective (Report)

**Module code:** UMPCXV-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**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:** 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:** Not applicable

**Features:** Not applicable

**Educational aims:** See Learning Outcomes.

In addition the educational experience may explore, develop, and practise but not

formally discretely assess the following:

Understand the problems of negotiating and maintaining research access

Appreciate the ethical issues in social research and the problems and dilemmas in the dissemination and implementation of research findings

Understand the notion and practice of self-directed continuing professional development

**Outline syllabus:** The syllabus includes:

The skills of project and time management as applied to organisationbased research.

Identification and exploration of literature relevant to a research project, and access to other sources of information and guidance, including professional practice in other organisations.

Conducting a literature search.

Using the resources of the internet.

Different approaches to the investigation of organisational problems, issues, processes and policies: types of data, research methods, techniques of problem diagnosis, creativity and innovation in problem solving.

Attending to the political dimensions of research and problem solving.

Professional and ethical issues in research.

Skills of data presentation and report writing.

Introduction to business and management research; defining of research, its features and applications.

Planning research, defining objectives, choosing an appropriate methodological approach, research design and project management.

The survey method: characteristics of the survey method; potential scope of applications, questionnaire design and piloting, sampling techniques, questionnaire administration, data analysis and evaluation.

Qualitative interviewing and observation methods: planning and coordinating semi-structured and unstructured interviews; recording, analysing and evaluating the data.

### Part 3: Teaching and learning methods

**Teaching and learning methods:** Teaching is based on 12 hours (two day block) formal lectures, seminars and practical activities. The lectures are designed to introduce concepts, data and a framework for analysing the particular themes and issues under discussion. The seminars and practical activities enable students to 'make sense' and experience first hand, the challenges of understanding, planning, designing, implementing, analysing and writing-up their own research. Students will also have access to Blackboard where lecture slides and additional readings can be downloaded, and the study skills web pages, especially in relation to referencing and other academic-related activities.

In addition students are asked to complete a research proposal (not formally assessed) which will form the basis of preliminary discussions about the research. This is expected to include the following:

Title

Aim and objectives of the research

Background and context explaining why this topic has been chosen and its relevance

Indicative data collection methods

Indicative sources

During the completion of the report, primary support is given by a student supervisor who acts as an advisor and mentor to the student, providing a contact point when ideas need to be explored or problems discussed. The supervisor will also provide written feedback on drafts of the student's work.

In addition, student support will also be available from the module leader whose primary role is to ensure the smooth management of the project phase of the programme. He/she will be involved in preliminary discussions with students over initial topic ideas and their viability, the development of a preliminary research proposal, choice of appropriate project supervisors and matters of access. The module leader will monitor the progress of students and take action when required.

Scheduled learning includes lectures, seminars, tutorials, project supervision, demonstration, practical classes and workshops; fieldwork; external visits; work based learning; supervised time in studio/workshop.

Independent learning includes hours engaged with essential reading, case study preparation, assignment preparation and completion etc. These sessions constitute an average time per level as indicated in the table below. Scheduled sessions may vary slightly depending on the module choices you make.

Placement learning: may include a practice placement, other placement, year abroad.

Total contact time amounts to 30 hours. This comprises 12 hours for 2 day block teaching (lectures and seminars) and 18 hours for student supervision.

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

**MO1** Demonstrate an understanding of the principal methodologies of business and management research

**MO2** Identify and justify a business issue that is of strategic relevance to the organisation

**MO3** Evaluate the relative merits of different data collection methods in relation to specific research problems and briefs

**MO4** Choose an appropriate and methodologically sound approach to investigating organisational problems, issues, policies and processes, showing sensitivity to their strategic and business context, and drawing on and integrating insights gained through study of the main human resource management subspecialism

**MO5** Use the resources of a library to conduct a literature search

**MO6** Apply relevant theoretical concepts and models of human resource practice to the design of research and the analysis, interpretation and evaluation of results

**MO7** Draw realistic and appropriate conclusions and make practical and actionable recommendations

**MO8** Demonstrate competence in gathering primary and secondary data, using quantitative and/or qualitative means, as appropriate

**MO9** Make recommendations based on a business case, taking account of the resource and cost implications to the organisation

**MO10** Produce a well argued, written and presented Management Research Report

**MO11** Self critically reflect upon the design and execution of their investigation and review their personal learning from the research

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 120 hours

Face-to-face learning = 30 hours

Total = 150

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

## **Part 4: Assessment**

**Assessment strategy:** The module is assessed through a 6000-8000 word project, based on 100 independent study hours. Management Research Reports are marked in the first instance by the Management Research Report supervisor according to the criteria below:

Aims and objectives are clearly stated, relevant to the organisation and intellectually challenging.

The organisational context is clearly explained and relevant to the research.

A critical appreciation of the relevant literature is demonstrated and sources are correctly attributed and referenced.

Appropriate methods of data collection are used, choice of methods is justified and limitations are discussed.

Evidence of systematic data collection is provided; findings are clearly presented.

Findings are analysed and discussed; discussion is integrated with literature review.

Appropriate conclusions are reached which are consistent with the research objectives and supported by evidence.

Realistic recommendations are made which provide a persuasive business case and show an awareness of relevant cost and resource implications (including action plans, where appropriate).

The report is professionally presented, including good use of English, appropriate use of diagrams, tables and summaries and within word limit.

There is evidence of self- critical reflection and review of personal learning from the research project.

### **Assessment components:**

#### **Report (First Sit)**

Description: Report 6000-8000 words

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO10, MO11, MO2, MO3, MO4, MO5, MO6, MO7, MO8, MO9

#### **Report (Resit)**

Description: Report 6000-8000 words

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO10, MO11, MO2, MO3, MO4, MO5, MO6, MO7, MO8, MO9

### **Part 5: Contributes towards**

This module contributes towards the following programmes of study: