



## **Module Specification**

# Investigating a Business Issue from an HR Perspective (Dissertation)

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## Part 1: Information

**Module title:** Investigating a Business Issue from an HR Perspective (Dissertation)

**Module code:** UMPCYG-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:** 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 nature of research and its role in the analysis of HRM issues.

Appreciate the ethical issues in social research and of 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 Nature of Research:

The purposes of research and its contribution to the analysis of HRM issues; the main traditions in business and management research and the principal research approaches; the stages in the research process.

Planning the Research:

Selecting a research topic; reviewing critically relevant published literature; defining the aims and objectives of the study; the principles of research design; the problems of research access and associated issues of confidentiality and anonymity; ethical issues in research.

Data Collection:

An overview of the different methods of data collection, their strengths and limitations; quantitative data collection techniques including questionnaire design and administration, sampling principles and methods; qualitative data collection through in-depth interviewing, observation studies, use of focus groups; the use of secondary sources and archival research.

Data Analysis and Interpretation:

Preparing data for analysis; methods of analysing qualitative data; methods of analysing quantitative data including the use of software packages (eg SPSS) and statistical methods of interpretation; the evaluation and integration of primary and secondary data.

**Writing up the Research:**

The problems of writing-up and importance of time management; structuring the dissertation; writing skills and effective presentation.

**Implementation of Research Findings:**

Identify the audience/client groups; completing oral presentations and briefings; navigating the political process; ethical considerations and dilemmas.

**Continuous professional Development:**

The philosophies, principles and practices of continuing professional development (CPD) and lifelong learning and CIPD policy. Methods of recording CPD and creating personal development plans. Different contexts of and approaches to learning.

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** Teaching strategy - The module will be 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 the research. Time will be made available on the course for the development of students' practical skills in such key areas as interviewing, questionnaire design and computerised data analysis.

Learning strategy – Students 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 and mentor to the student providing the immediate contact point when ideas need to be explored or problems addressed, directing the student towards other staff when specific skills/expertise are required. Although individual arrangements will be made for supervision, it is expected that students and supervisors will meet on at least four formal occasions during the dissertation period.

In addition to the student's dissertation supervisor, support will also be available from the Module Leader particularly over issues which are beyond the limit of the dissertation supervisors. The Module Leader's role is primarily that of ensuring the smooth management of the dissertation phase of the programme. 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 the students and take action where progress reports require it.

Not applicable for postgraduate module.

Contact Hours:

Contact hours will be three per week over a period of twelve weeks, predominantly along the lines of a lecture, followed by a student-lead seminar. This will include a 3-hour hands-on library session and a 3-hour hands-on SPSS session. All contact will be face-to-face.

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

**MO1** Demonstrate knowledge of the principal research traditions and approaches in business and management research

**MO2** Appreciate the relationships between theory, research approach and method

**MO3** Conceptualise a research problem in the field of HRM and devise an appropriate research strategy

**MO4** Show a critical appreciation of the theory and empirical research relevant to the topic area

**MO5** Demonstrate proficiency in different techniques of data collection (quantitative and qualitative) and understand the strengths and limitations of these methods

**MO6** Demonstrate knowledge of the techniques of qualitative and quantitative data analysis

**MO7** Design a research strategy that is appropriate for the investigation of the Dissertation topic

**MO8** Understand the problems of negotiating and maintaining research access

**MO9** Analyse rigorously and synthesise different sources of data to reach wellsupported conclusions

**MO10** Relate the research findings to the literature on the topic and to evaluate the organisational or wider relevance of the results

**MO11** 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

**Hours to be allocated:** 600

**Contact hours:**

Independent study/self-guided study = 564 hours

Face-to-face learning = 36 hours

Total = 600

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpcyg-60-m.html) via the following link <https://uwe.rl.talis.com/modules/umpcyg-60-m.html>

## **Part 4: Assessment**

**Assessment strategy:** As much of the teaching and learning is based around applied research, the module will be assessed directly through the design, conduct and presentation of the research project in the form of a dissertation.

Formative assessment is provided from the start 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 and has one Assessment task, which is a 15,000-18,000 dissertation.

Specific assessment criteria for the examination will be published in the module handbook/outline each year. These will be constructed with reference to the generic BBS Master's Level Assessment Criteria which will also be appended to the module handbook/outline.

### **Assessment components:**

#### **Dissertation (First Sit)**

Description: Dissertation -15,000-18,000 words

Weighting: 100 %

Final assessment: Yes

Group work: No

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

#### **Dissertation (Resit)**

Description: Dissertation -15,000-18,000 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:

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

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