

## Liverpool John Moores University

Title: RESEARCH METHODOLOGIES FOR HR  
Status: Definitive  
Code: **7064BUSHM** (116639)  
Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio  
Teaching School/Faculty: Academic Portfolio

| Team       | Leader |
|------------|--------|
| Mina Beigi | Y      |

**Academic Level:** FHEQ7      **Credit Value:** 15      **Total Delivered Hours:** 32.5  
**Total Learning Hours:** 150      **Private Study:** 117.5

### Delivery Options

Course typically offered: Semester 1

| Component | Contact Hours |
|-----------|---------------|
| Workshop  | 32.5          |

**Grading Basis:** 40 %

### Assessment Details

| Category | Short Description | Description   | Weighting (%) | Exam Duration |
|----------|-------------------|---|---------------|---------------|
| Essay    | AS1               | 3,000 word Research proposal for the dissertation stage of the MA Personnel & Development, to include methodology, indicative references, organizational context and potential problems and implications. | 100           |               |

### Aims

*To enable participants to plan an investigation into a complex business issue from a HR perspective, to locate the work within a body of contemporary knowledge, to plan how to generate and analyze data in order to derive supportable conclusions and*

*practical recommendations for the enhancement of current practice.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Compare and contrast the relative merits of different research philosophies and strategies.
- 2 Critically analyze the contribution of primary and secondary data sources and justify appropriate methods to address specified research objectives or questions.
- 3 Apply a critical approach to HRM research applying appropriate concepts addressed on the Programme within an organizational context.
- 4 Propose, justify and plan to implement a Masters dissertation addressing a business issue that is of strategic relevance to the organization.
- 5 Critically appraise the proposed research and demonstrate originality of thought and innovativeness while recognizing the integrated nature of HRM activities.

## **Learning Outcomes of Assessments**

The assessment item list is assessed via the learning outcomes listed:

|       |   |   |   |   |   |
|-------|---|---|---|---|---|
| ESSAY | 1 | 2 | 3 | 4 | 5 |
|-------|---|---|---|---|---|

## **Outline Syllabus**

*Identify and justify a business issue that is of strategic relevance*

*Critically analyze and review literature*

*The philosophy of research design*

*Research strategies*

*The politics and ethics of HR research*

*Qualitative methods and approaches to data analysis*

*Quantitative methods and approaches to data analysis*

*Ensuring credible research*

*Writing up the research*

*Reflecting on methods and the research process*

## **Learning Activities**

Workshop format including peer and tutor formative feedback. Students will be required to apply their knowledge within varying organizational contexts, and to review and evaluate contemporary literature/research. Case studies will be used to assist in this process, there will be peer and tutor formative feedback regarding proposed research areas and methodologies. Blackboard discussion groups and on line provision of session materials.

## **Notes**

This module is available as a module within the LJMU Masters in Human Resource Management and as a standalone module for CPD purposes.