

## Liverpool John Moores University

Title: Research Methodologies for Strategic HRM Practitioners  
Status: Definitive  
Code: **7501MOLHM** (118634)  
Version Start Date: 01-08-2011

Owning School/Faculty: Arts, Professional and Social Studies  
Teaching School/Faculty: Arts, Professional and Social Studies

Team	Leader
Aileen Lawless	

**Academic Level:** FHEQ7  
**Credit Value:** 15.00  
**Total Delivered Hours:** 24.00  
**Total Learning Hours:** 150  
**Private Study:** 126

### Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Workshop	24.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Ass 1	3,000 word research proposal including reflection on access and ethics	100.0	

### Aims

*To enable experienced practitioners of Human Resource Management (HRM) to plan research into a Strategic HRM issue within an employing organisation and to enable them to produce and justify a research proposal.*

### Learning Outcomes

After completing the module the student should be able to:

- LO1 Synthesize theoretical concepts and in doing so develop a theoretical framework which informs the research proposal of a Strategic HRM enquiry into practice.
- LO2 Justify the methodological approach and its appropriateness for the HRM investigation
- LO3 Critically reflect on and justify the research design in relation to the HRM area
- LO4 Plan research for a strategic HRM issue that embraces ethical guidelines and commercial sensitivity

### Learning Outcomes of Assessments

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

Research Proposal	LO	LO	LO	LO
	1	2	3	4

### Outline Syllabus

*Competing research paradigms and alternative research approaches used in researching Strategic HRM*  
*Concepts and principles of research design and analysis*  
*Synthesis and analysis of information from a variety of approaches, including qualitative, quantitative and action oriented approaches*  
*Ethical considerations and critical reflection on undertaking research into Strategic HRM*

### Learning Activities

The module is delivered by workshop, during which the emphasis is on critiquing strategic HRM research and its relevance to HRM practice. The learning activities are designed to facilitate the development of critically reflective HRM practitioners able to undertake research into their own practice and thereby develop their knowledge and understanding of Strategic HRM and it's potential to contribute to the organisation. The key focus of this module is to enable practitioners to develop as independent learners and to plan their enquiry into practice.

### References

<b>Course Material</b>	Book
<b>Author</b>	Alvesson M
<b>Publishing Year</b>	2010
<b>Title</b>	Reflexive Methodology: new vistas in qualitative research
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	London, Sage
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Coghlan, D. and Brannick, T
<b>Publishing Year</b>	2010
<b>Title</b>	Doing Action Research in Your Own Organization
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	London, Sage
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Fisher, C.
<b>Publishing Year</b>	2010
<b>Title</b>	Researching and Writing a Dissertation
<b>Subtitle</b>	An Essential Guide for Business Students
<b>Edition</b>	
<b>Publisher</b>	London, Financial Times/Prentice Hall.
<b>ISBN</b>	

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### Notes

This module is only available as part of the MA in Strategic Human Resource Management (HRM). This Masters is a specialist top-up degree and is designed to build on the participant's prior knowledge, skills and experience within the area of HRM.