

Liverpool John Moores University

Title: HR PRACTITIONER RESEARCH METHODOLOGIES
Status: Definitive
Code: **7505MNCHR** (111557)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: The Manchester College

Team	Leader
Aileen Lawless	Y

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
Essay	AS1	A 3000 word research proposal and a reflective learning account.	100.0	

Aims

To enable experienced HR practitioners to plan research into a complex HR issue within an employing organisation and to enable practitioners to produce and justify a research proposal.

Learning Outcomes

After completing the module the student should be able to:

- 1 Synthesize theoretical concepts and in doing so develop a theoretical framework which informs the research proposal.
- 2 Justify an appropriate methodological approach.
- 3 Critically reflect on and justify the research design.
- 4 Plan research within the parameters of ethical guidelines and commercial sensitivity.

Learning Outcomes of Assessments

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

Essay	1	2	3	4
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Outline Syllabus

Competing research paradigms and alternative research approaches.
Concepts and principles of research design and analysis.
Synthesis and analysis of information from a variety of approaches.
Ethical considerations and critical reflection.

Learning Activities

The learning activities are designed to facilitate the development of critically reflective practitioners able to undertake research into their own practice and thereby develop their knowledge and understanding of the subject area and their professional practice. The module is delivered by workshop, over a three day period. The emphasis during the workshop is on critiquing methodologies and exploring approaches to researching complex HR issues. The focus of this module is to enable practitioners to further develop their own research interest. This research interest will form the focus of the enquiry into practice and will inform the action learning dissertation in strategic HR.

References

Course Material	Book
Author	Bryman, A and Bell, E
Publishing Year	2003
Title	Business Research Methods
Subtitle	
Edition	
Publisher	Oxford, Oxford University Press
ISBN	

Course Material	Book
Author	Cassell, C S G (ed.)
Publishing Year	2000

Title	Qualitative Methods in Organizational Research
Subtitle	A Practical Guide
Edition	
Publisher	London, Sage
ISBN	

Course Material	Book
Author	Easterby-Smith, M, Thorpe, R and Lowe, A
Publishing Year	2002
Title	Management Research
Subtitle	An Introduction
Edition	
Publisher	London, Sage
ISBN	

Course Material	Book
Author	McGoldrick, J, Stewart, J and Watson, S
Publishing Year	2002
Title	Researching HRD
Subtitle	Philosophy, Process and Practice
Edition	
Publisher	London, Routledge
ISBN	

Course Material	Book
Author	McGoldrick, J, Stewart, J and Watson, S (ed.)
Publishing Year	2005
Title	Understanding HRD
Subtitle	A Reserach-based Approach
Edition	
Publisher	London, Routledge
ISBN	

Course Material	Book
Author	Silverman, D
Publishing Year	2005
Title	Doing Qualitative Research
Subtitle	
Edition	
Publisher	London, Sage
ISBN	

Notes

This module is only available as part of the MA in Strategic Human Resources. This Masters is a specialist top up degree and is designed to build upon prior knowledge,

skills and experience within the HR subject area. The award is work based and the learning outcomes have to be applied in the workplace and included within the coursework.