

Liverpool John Moores University

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Title: Research Methodologies for Strategic HRM Practitioners
Status: Definitive
Code: **758324** (118470)
Version Start Date: 01-08-2012

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 1	LO 2	LO 3	LO 4
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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

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

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

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

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.