MODULE DESCRIPTOR

TITLE	Investigating Business Issues from a HR Perspective			
SI MODULE CODE	44-7831-00L			
CREDITS	15			
LEVEL	7			
JACS CODE				
SUBJECT GROUP	OB / HRM			
DEPARTMENT	Management			
MODULE LEADER	Alec Melling			
NOTIONAL STUDY HOURS BY TYPE	Tutor-led	Tutor-directed	Self-directed	Total Hours
	25	25	100	150

MODULE AIM(S)

Qualified professionals should be able to research relevant topics and write reports that can persuade key stakeholders in the organisation to change or adopt a particular policy and practice. This module provides the opportunity for learners to demonstrate the ability to diagnose and investigate a complex business issue from an HR perspective, to locate the work within the body of contemporary knowledge, to collect and analyse data, to derive supportable conclusions and to make practical and actionable recommendations for change, improvement or enhancement of current practice. The applied nature of the report requires a critical evaluative approach, empirical investigation and analysis and a combination of academic research and business report writing skills. It requires reflection on the implications for professional practice from an ethical, professional and continuous professional development standpoint.

MODULE LEARNING OUTCOMES

By engaging successfully with this module a student will be able to:

1   Identify and justify a business issue that is of strategic relevance to the organisation.

2   Critically analyse and discuss existing literature, contemporary HR policy and practice relevant to the chosen issue.

3   Compare and contrast the relative merits of different research methods and their relevance to different situations.

4   Undertake a systematic analysis of quantitative and/or qualitative information and present the results in a clear and consistent format.

5   Draw realistic and appropriate conclusions and make recommendations based on costed options.

6   Develop and present a persuasive business report.

7   Write a reflective account of what has been learned during the project and how this can be applied in the future.

INDICATIVE CONTENT

- Identifying and justifying a business issue that is of strategic relevance to the organisation.

- Critically analysing and discussing existing literature, contemporary HR policies and practices relevant to a chosen issue.

- Comparing and contrasting the relative merits of different research methods and their relevance to different situations.

- Undertaking a systematic analysis of quantitative and/or qualitative information and presenting the results in a clear and consistent format.

- Drawing realistic and appropriate conclusions and making recommendations based on costed options.

- Developing and presenting a persuasive business report.

- Writing a reflective account of what has been learned during the project and how this can be applied in the future.

LEARNING AND TEACHING METHODS

Students will be supported in their learning, to achieve the above outcomes, in the following ways;

- Through taught sessions which introduce the concepts, theories and practical examples of management research and writing management reports;

- Tutor facilitated tutorials providing the opportunity for student work groups to present their research ideas, develop the tools and techniques for delivery, explore theories and research and critique the work in the development phases;

- Through the E-Learning platform (Blackboard) which provides research linked resources, opportunities for interaction and discussion via forums;

- By using student facilitated learning sets to develop learner autonomy and intra-dependent learning;

- By providing support and feedback at a number of points during the module to ensure students are maximising their learning through reflective practice

ASSESSMENT STRATEGY AND METHODS

Task No.	TASK DESCRIPTION	SI Code	Task Weighting %	Word Count / Duration	In-module retrieval available
1	Research and Write Management Report	CW	100	5000 words	N

Task Descriptions and SI Codes

ASSESSMENT CRITERIA

Assessment Criteria / Learning Outcomes	40 -49%
Clearly present the aims and objectives of the report with an explanation of what is at issue or of concern.	Poorly defined aims and objectives with little to help identify what is at issue or of concern.
Relevant and appropriate contextual issues presented and explored .	Limited information for the reader to set the issue or concern into context.
Appropriate secondary sources used to provide insights into issue or concern, with the effective use of concepts, theories and models.	A narrow and superficial presentation of secondary sources which goes some way towards enabling an effective synthesis with primary data and a demonstration of learning and understanding.
Primary data generated, analysed and interpreted to inform understanding of issue/subject	Primary data of limited use because of deficiencies in analysis and interpretation of results.
Reasoned and appropriate conclusions and recommendations reached	Shows limited, but sufficient, reasoning upon which to base the conclusions drawn and the recommendations made.
Well written and presented report with a statement of personal learning	A legible, but descriptive, report and statement of personal learning

FEEDBACK

Students will receive formative and summative feedback on their performance in the following ways;

- Through tutor facilitated tutorials;
- Tutor written feedback on the finished management report.

LEARNING RESOURCES (INCLUDING READING LISTS)

Core Text
Gill J and Johnson P (2010) *Research methods for Managers* (4th Edition) Sage Publications London

Suggested Reading

Wallis, M. & Wray, A. (2011) *Critical Writing and Reading for Postgraduate Students* (2nd Edition). Sage Publications London

Collis, J. & Hussey, R. (2009) *Business Research: A practical guide for undergraduate and postgraduate students* (3rd Ed.). Palgrave Macmillan, London,

Saunders, M., Lewis, P & Thornhill, A. (2009) Research Methods for Business Students (5th ed.), Pearson Education, Harlow

Easterby-Smith, M., Thorpe, R. Jackson, P. & Lowe, A (2008) *Management Research: Theory and Practice*, Sage, London

Silverman, D. (2010) *Doing Qualitative Research: A Practical Handbook* (3rd Ed.). Sage, London,

Bryman Et Al. (2009) *Social Research Methods* (2nd). Oxford University Press

Bryman A. & Bell E. (2007) *Business Research Methods* (2nd Edition), OUP Oxford

Bryman, A and Burgess, R. G. (1994) *Analyzing Qualitative Data* Routledge: London

Yin, R.K. (1984) *Case Study Research: Design and Methods*. Sage: Newbury Park, CA.

SECTION 2 'MODEL A' MODULE (INFORMATION FOR STAFF ONLY)

MODULE DELIVERY AND ASSESSMENT MANAGEMENT INFORMATION

MODULE STATUS - INDICATE IF ANY CHANGES BEING MADE

NEW MODULE	Y
EXISTING MODULE - NO CHANGE	N
Title Change	N
Level Change	N
Credit Change	N
Assessment Pattern Change	N
Change to Delivery Pattern	N
Date the changes (or new module) will be implemented	**09/2011**

MODULE DELIVERY PATTERN - *If the course will have more than one intake, for example, September and January, please give details of the module start and end dates for each intake*

	Module Begins	**Module Ends**
Course Intake 1	09/2012	01/2013
Course Intake 2	DD/MM/YYYY	DD/MM/YYYY
Course Intake 3	DD/MM/YYYY	DD/MM/YYYY

Is timetabled contact time required for this module?	Y

Are any staff teaching on this module non-SHU employees?	N
If yes, please give details of the employer institution(s) below	
What proportion of the module is taught by these non-SHU staff, expressed as a percentage?	

MODULE ASSESSMENT INFORMATION

Does the Module (using Model A Assessment Pattern) Require Either*	
Overall Percentage Mark of 40%	Y
Overall Pass / Fail Grade	N

NB: Choose one of the above – Model A module cannot include both percentage mark and pass/fail graded tasks

FINAL TASK

According to the Assessment Strategy shown in the Module Descriptor, which task will be the LAST TASK to be taken or handed-in? (Give task number as shown in the Assessment Strategy)	Task No. 1

MODULE REFERRAL STRATEGY

Task for Task (as shown for initial assessment strategy)	N
Single Referral Package for All Referred Students	Y

*if YES complete table below

SINGLE REFERRAL PACKAGE DETAILS

Task No.	TASK DESCRIPTION	SI Code	Task Weighting %	Word Count / Duration
1	Re-Submission	CW	100	7000

Task Descriptions and SI Codes

REVISIONS

Date	Reason
July 2012	Assessment Framework review