MODULE DESCRIPTOR

MODULE TITLE	Dissertation: Human Resource Management		
Module Code	25-7B12-00S		
Level	7		
Credit Points	50		
Indicative Assessment Components & Percentage Weightings	Coursework 100%		
Pre-Requisite Modules *(if applicable)*	Research Methodology		
Delivered according to Standard Academic Calendar YES	**Long:** **2 semesters** YES	**Short:** **1 semester** YES	**Other delivery pattern:** Block

1   MODULE AIMS

The dissertation provides an opportunity to work in depth on a topic in the field of human resource Management for students choosing the MSc in HRM. The dissertation is the culmination of the masters programme and it offers students the opportunity to enhance their personal and professional development through an in-depth independent study in an area of their choice that is relevant to Human Resource Management. The dissertation aims to develop student autonomy, together with the academic and professional skills to design and conduct a rigorous piece of research.

2   MODULE LEARNING OUTCOMES
BY THE END OF THE MODULE YOU WILL BE ABLE TO

9. Formulate clear aims and objectives for the dissertation which locate the human resource management topic within existing theory and practice

10. Demonstrate a critical and rigorous understanding of OB/HRM theory and literature relevant to the issues under investigation.

11. Justify your choices of research methodology and research methods by reference to ontological and epistemological debate, practical considerations and the aims of the research

12. Collect secondary and/or empirical data in an effective and timely manner and critically reflect on the process, including your own role as the researcher

13. Analyse, interpret and present data in a clear and logical form using appropriate techniques.

14. Critically evaluate the research findings and relate this process to existing theory in order to reach conclusions about organisational practice and/or the adequacy of existing theory

15. Explain and evaluate the validity and generalisability of any conclusions drawn from the research and make realistic recommendations for human resource management policy and practice

16. Demonstrate reflexivity about the research process and your role as a researcher/ HRM practitioner within this process

3   INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

The learning philosophy adopted will encourage students to take a critical and independent approach towards the anticipated learning outcomes.   To achieve this students will:

- meet with an appointed academic supervisor to discuss the research, seek advice on methodological issues and background reading, and as necessary, on the appropriate method of presentation.

- work independently conducting empirical research and a review of the OB/HRM literature.

- as an HRM practitioner to be encouraged to reflect upon the process of research

The dissertation is 15,000- 20,000 words. Formative feedback will be given by the supervisor during the supervision meetings and/or in writing. Summative feedback will be given after the dissertation has been assessed by the student's supervisor and a second marker.

4   INDICATIVE MODULE CONTENTS / TOPICS

We are not overly prescriptive about the focus of the dissertation, but we do encourage research work that enables students to critically assess and analyse the options for developing & managing people in a given context. We also welcome research which explores the impact of organisational or societal change. The dissertation should be issue centred, in which a transferable HRM issue of interest or concern to organisations is researched, such that conclusions of specific and general applicability can be drawn. The research will usually be based on both secondary and primary data.

The theoretical and literature base will depend on the topic selected, but this is likely to build upon the material and approaches covered in the taught part of the programme which address specific areas of HRM.

The dissertation utilises all of the indicative module contents of the Research Methodology module

<u>FURTHER INFORMATION ABOUT THIS MODULE</u>

- **FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, INCLUDING <u>ASSESSMENT CRITERIA</u> DETAILING HOW YOUR PERFORMANCE IN THE MODULE WILL BE MEASURED, HOW YOU WILL RECEIVE FEEDBACK, DETAILS OF LEARNING RESOURCES AND KEY READINGS**

- **THIS INFORMATION CAN BE FOUND IN**

  Dissertation Guide
  Assessment matrix

- **NOTE THAT THIS ADDITIONAL INFORMATION MAY BE SUBJECT TO CHANGE FROM YEAR TO YEAR**