MODULE DESCRIPTOR

MODULE TITLE	Research Methodology		
Module Code	25-7B11-00S		
Level	7		
Credit Points	10		
Indicative Assessment Components & Percentage Weightings	Coursework 100%		
Pre-Requisite Modules *(if applicable)*			
Delivered according to Standard Academic Calendar YES	**Long:** **2 semesters** YES	**Short:** **1 semester** NO	**Other delivery pattern:** Block

1   **MODULE AIMS**

The broad aim of the module is to prepare students progressing from the diploma to masters level of the programme for their dissertation as well as equipping them to interpret and evaluate published research so that they can develop evidence-based HR policy. It is designed to develop the students' knowledge and reflective understanding of methodological and philosophical issues in research and also their capability to design a research project and to select, justify and execute appropriate research methods

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

1. Evaluate the epistemological and ontological differences between different research methodologies.

2. Evaluate the strengths and weaknesses of a variety of business and management research methods.

3. Analyse the main research issues that need to be considered when preparing quantitative and qualitative data for analysis

4. Demonstrate awareness of the ethical issues that are involved in research both from a user and researcher perspective.

5. Produce a justified research design for a human resource dissertation, together with an appropriate project plan for its execution.

6. Conduct an initial literature review for the dissertation which draws on a wide range of appropriate published research and which critically examines and evaluates the published research.

3   INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

This module will be taught in block format, utilizing whole-class sessions which allow the flexible use of time to include lectures that introduce keynote ideas and issues, debates and discussions, desk-based case studies and exercises, group work and students presentations. In addition to formal class contact times, students will be provided with a substantial reading list (articles from professional and academic journals and text-books) that should be drawn upon to support class activities and underpin learning and completion of the assessment.

Students will be expected to prepare for the module by searching for relevant articles, either in hard copy, or through electronic databases.

Students will be asked to present evaluations of published research and to present their emerging ideas for their own dissertations. A key part of the learning process will be peer discussion and evaluation of each others' proposed approaches.

The module is assessed entirely by coursework which requires the students to identify a suitable area for dissertation research in the field of human resource management and to develop a realistic and well justified research proposal.

4   INDICATIVE MODULE CONTENTS / TOPICS

Turning research ideas into research projects

- Generating research topics in management -Planning the research topic; Reviewing the literature

- Ethical controversies and dilemmas in the research process

Making methodological Choices: The philosophical basis

- Ontology, epistemology and methodology in management research;

- Choices and the problems of justification of methodology - the debates between methodological alternatives

Developing and undertaking research methods

- The management research process and approaches to management research: Inductive versus deductive strategies

- Experimental or classical approach to research; Survey methodology; Qualitative Research -ethnography, theory and practice: Case study approach

Data Collection & Analysis

- Questionnaire Design; Research Interviewing; Observational methods

- Quantitative and Qualitative data analysis

- Preparing and presenting a research proposal; Developing realistic recommendations for human resource policy and practice

FURTHER INFORMATION ABOUT THIS MODULE

- FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, INCLUDING ASSESSMENT CRITERIA 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

  - *The course handbook*
  - *The module handbook*
  - *The Blackboard site for the course*
  - *Assignment brief*

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