

Module Specification

Module Summary Information

1	Module Title	Investigating a Business Issue from an HR Perspective
2	Module Credits	40
3	Module Level	7
4	Module Code	HRM7044

5	Module Overview
<p>This module follows the prescribed content as specified by the Chartered Institute for Personnel and Development.</p> <p>Key elements of professional competence are strategic awareness, a business orientation and a concern with adding value through human resource (HR) practice. 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 live, 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.</p>	

6	Indicative Content
<p>The module will include topics such as:</p> <ul style="list-style-type: none"> • Research philosophy and process • Academic writing at PG level • Critical literature review • Writing up business research proposal • Action Research • Case study in HR context • Quantitative Research Design • Quantitative Data Analysis with SPSS • Qualitative Research Design • Qualitative Data Analysis with Nvivo 	

7		Module Learning Outcomes
		On successful completion of the module, students will be able to:
	1	Produce a proposal for a research project based on an HR related business issue that is of strategic relevance to an organisation or sector.
	2	Critically review the academic literature, contemporary HR policy and practice relevant to the chosen area.
	3	Demonstrate an understanding of research philosophy and justify the research philosophy for their chosen research area, critically review research methods and identify and apply an appropriate method for their chosen topic.
	4	Conduct a systematic investigation with a justified research design, critical literature review, appropriate data collection and analysis, theoretically informed discussion and costed recommendation stemming from the research findings.
	5	Write a reflective account of their research, identifying their learning and how they will apply the learning in the future.

8		Module Assessment		
Learning Outcome				
		Coursework	Exam	In-Person
1 - 5		X		

9		Breakdown Learning and Teaching Activities
Learning Activities		Hours
Scheduled Learning (SL) includes lectures, practical classes and workshops, peer group learning, Graduate+, as specified in timetable		60
Directed Learning (DL) includes placements, work-based learning, external visits, on-line activity, Graduate+, peer learning, as directed on VLE		40
Private Study (PS) includes preparation for exams		300
Total Study Hours:		400