

L9IBI : Investigating a Business Issue from a HRM Perspective

Module Code:	L9IBI
Long Title	Investigating a Business Issue from a HRM Perspective APPROVED
Title	Investigating a Business Issue from a HRM Perspective
Module Level:	LEVEL 9
EQF Level:	7
EHEA Level:	Second Cycle
Credits:	10
Module Coordinator:	COLETTE DARCY
Module Author:	Isabela Da Silva
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Identify and justify a business issue that is of strategic relevance to the organisation.
LO2	Critically analyse and discuss existing literature, contemporary HR policy and practice relevant to the chosen issue.
LO3	Compare and contrast the relative merits of different research methods and their relevance to different situations.
LO4	Undertake a systematic analysis of quantitative and/or qualitative information and present the results in a clear and consistent format.
LO5	Draw realistic and appropriate conclusions and make recommendations based on costed options.
LO6	Develop and present a persuasive business report.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	Level 8 Honours Degree

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Module Content & Assessment	
Indicative Content	
Identify and justify a business issue that is of strategic relevance Identify a suitable topic for the project. Potential sources might include critical incidents, significant external or internal influence, change management initiatives, risk assessment, internal or external diagnostic, and a chronic or acute problem. Plan and design a project that has strategic relevance and the potential to add value to the organisation.	
Critically analyse and discuss existing literature, contemporary HR Knowledge of literature and contemporary HR practice; information search and retrieval; analysing sources of data; writing a critical literature review; academic referencing, identifying key questions for researching	
Compare and contrast the relative merits of different research methods Research methods: understanding primary and secondary research, different methods of data collection (for example interviews, questionnaires, focus groups, participant observation), the strengths and weaknesses of each and the circumstances in which they might be used; ethical considerations in research and data collection	
Undertake a systematic analysis of quantitative and/or qualitative data Data analysis: the use and value of different analytical tools for interpreting data; systematic data analysis; identification and explanation of emerging patterns and how to deal with conflicting evidence; effective interpretation and presentation of data	
Draw realistic and appropriate conclusions and make recommendations Drawing reasoned conclusions from data collected, analysed and presented; production of realistic, timely and effectively justified business recommendations and costed implementation plans;	
Develop and present a persuasive business report Developing and presenting a report: the importance of clear aims, objectives and appropriate terms of reference; awareness of time management and project development; potential barriers and how they might be overcome; the structure and content of a management report; principal techniques of communication and persuasion appropriate to a business report; presentation skills.	
Write a reflective account of what has been learned during the research project Developing the skills of critical reflection with consideration of key learnings for future research projects	
Assessment Breakdown	%
Coursework	100.00%

Assessments

Full Time			
Coursework			
Assessment Type:	Assignment	% of total:	30
Assessment Date:	n/a	Outcome addressed:	1,2,4,6
Non-Marked:	No		
Assessment Description: This module is assessed through two pieces of assessment. Part 1 requires learners to draw up a business proposal of 2,000 to 2,500 words			
Assessment Type:	Assignment	% of total:	70
Assessment Date:	n/a	Outcome addressed:	1,2,3,4,5,6
Non-Marked:	No		
Assessment Description: Part 2 requires learners to carry out Business Report worth 70% (7,000 – 10,000 words, primary research to be carried out on a HR Topic)			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
Repeat examination <i>Reassessment of this module will consist of a repeat examination. It is possible that there will also be a requirement to be reassessed in a coursework element.</i>			
Reassessment Description A failed element must be repeated. A failed assignment and repeat of the assessment will be regarded as a second sitting.			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Classroom and demonstrations	36	Per Semester	3.00
Lecture	Independent learning	164	Per Semester	13.67
Total Weekly Contact Hours				16.67

Module Resources	
<i>Recommended Book Resources</i>	
<p>Anderson, V., Fontinha, F. and Robson, F. (2019) <i>Research methods in human resource management: investigating a business issue</i>. 4th ed. London: CIPD Kogan Page.</p> <p>Saunders, M., Lewis, P. and Thornhill, A. (2019) <i>Research methods for business students</i>. [electronic book]. Eighth edition. Pearson. Available at: https://search.ebscohost.com/login.aspx?direct=true&AuthType=ip,cookie,shib&db=cat05743a&AN=nci.33365&site=ed.</p>	
<i>Supplementary Book Resources</i>	
<p>Bell, E., Bryman, A. and Harley, B. (2019) <i>Business research methods</i>. 5th ed. Oxford: Oxford University Press..</p> <p>Creswell, J.W. and Creswell, J.D. (2018) <i>Research design: qualitative, quantitative and mixed methods approaches</i>. London: Sage.</p> <p>Easterby-Smith, M., Thorpe, R. and Jackson, P.R. (2018) <i>Management and business research methods</i>. 6th ed. London: Sage..</p> <p>Edwards, M.R. and Edwards, K. (2019) <i>Predictive HR analytics: mastering the HR metric</i>. 2nd ed. London: Kogan Page..</p>	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	