

Using a Research Approach in Human Resources

Mark Sheet for Assessment 5CIHR-I1C1003

Name:

Learning Outcomes

- 1 Understand the meaning of research and the research process
- 2 Be able to conduct a data review and analyse the findings.
- 3 Be able to draw meaningful conclusions and make recommendations.
- 4 Be able to prepare clear, business-focused reports on an HR issue.

Evidence to be produced/required

Activity 1: written response of approximately 750 words in length.

Activity 2: research-based business report of approximately 2250 words.

All reference sources should be acknowledged correctly and a bibliography provided where appropriate (these should be excluded from the word count).

Evidence to be produced	Assessment Criteria & additional notes	Pass/Refer	Feedback
Activity One: 1. Explain the nature of research and the stages of the research process	1.1 Explain the nature of research and the stages of the research process.		

2. Compare and contrast different approaches to research.	1.2 Compare and contrast different approaches in research.		
3. Give examples of how research can be used in researching HR	1.3 Identify researchable areas in HR.		
Activity Two: Undertake research in an area of HR (e.g. reward; employee engagement levels; employee satisfaction) and write a business report for identified stakeholders.	1.3 As above 4.1 Identify the main stakeholders and their interests in the area investigated. 4.2 Prepare a business report for the main stakeholders on an HR issue.		
1. Assess a range of primary and secondary data sources suitable for the area investigated.	2.1 Assess a range of primary and secondary data sources suitable for investigating an area of HR.		
2. Explain how you collected and analysed the data, justifying the methodology adopted.	2.2 Collect and analyse data relating to practice in an area of HR. 2.3 Justify the selection of data and the analysis methods used.		
3. Draw conclusions and make recommendations based on the data.	3.1 Draw conclusions and explain how data analysis has informed these. 3.2 Articulate recommendations suitable for inclusion in a business report. 4.1 Identify the main stakeholders and their interests in the area investigated.		

Summary comments

Assessor Signature _____ Date: