

Explain the nature of research and the stages of the research process.

The nature of research is to strategically retrieve relevant information in order to increase your knowledge in a systematic way. According to Anderson (2013) before starting your research journey you 'need to consider the opinions of various stakeholders before setting on a final area of research'. Once you have decided on a topic to research, to collect meaningful information you must follow a research process as according to Anderson (2013) 'without effective data analysis techniques, we are unable to draw firm conclusions and this can hinder the effectiveness of our research projects'. To ensure all areas of key research are covered and within the correct time scale you must complete a Gantt chart or road map. Anderson (2013) provides us with a research journey, this involves defining the research topic by agreeing on a topic with your tutor/organisation, reading around the subject and then discussing / arranging access issues. We then evaluate what is already known by literature search activities and writing a draft of a literature review. Finalise data access issues and collect relevant data to then write a draft of the methodology and findings section. To interpret information you will need an analysis of data with an introduction and conclusions/recommendations. Finally to communicate your results you must process a final draft, finalise references and appendices, copy and bind in accordance with study centre requirements and submit the right number of copies, on time and to the right place.

Compare and contrast different approaches to research

You must identify, compare and contrast the four research designs: case study, comparative, cross sectional and action. There are both primary and secondary data that you will need to obtain, Secondary data could be collected from trusted online articles or books and Primary data could be collected from questionnaires or interviews. We must evaluate the figures that are obtained and compare them in a graph, we could then present these results alongside other results from the UK and Pembrokeshire. Whilst obtaining our primary data through a questionnaire (both open and closed), We will ensure before releasing this questionnaire to ask 2 colleagues to 'pilot test' it, if any changes need making we will make them and then send the questionnaire out with a sooner deadline date than needed just to guarantee that we will have all results back in time to assess and display in a chart. We will then interpret the information and formulate a conclusion. According to Anderson (2013), 'HR professionals need to think about how their projects might be impacted by methodological issues'.

Give examples of how research can be used in researching HR

After considering opinions of various stakeholders, from an organisation perspective and using Anderson (2013) suggestions of the key questions to ask this will help ensure that you gather the most relevant information in the most accurate and least time consuming way. HR professionals require a clear understanding of the specific issues facing their organisations to allow them to purposefully contribute to organisational performance and strategic decisions. To successfully undertake research within HR you must consider collecting both primary and

secondary data in both qualitative and quantitative varieties. My chosen subject is looking at absences related to mental health in the workplace now compared to before wellbeing was introduced. Before gathering information you must evaluate what is already known on your chosen topic. We know that wellbeing was introduced to Bluestone Wales in 2016, therefore meaning that we will need to evaluate and compare figures of absences related to mental health from 2015 to 2017. To allow us to do that we must obtain information of good quality from reliable sources. I will retrieve most of my data from Bluestone itself but also from textbooks, online and trusted peer reviewed articles. Mental health in the workplace is evidently a live HR issue and 'Generally, employers know how to tackle physical health at work, but lack confidence in supporting employees who have mental health issues' (Joanne Holborn 2018). It is highlighted that workplaces must do more to tackle mental health "Clearly we need to look at ways in which companies can develop preventative strategies ensuring the right life-work balance, developing a holistic understanding of wellness while also encouraging staff to look after both their physical and mental health wellbeing," (Craig Tracey, Claire Toureille 2018). This is one of the reasons why we have decided to focus our research on comparing Bluestone before and after introducing the wellbeing strategy as it is now being encouraged by other companies within the UK so we will be able to easily access other data to compare against ours.

Bibliography

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