



PRIFYSGOL CYMRU
Y Drindod Dewi Sant
UNIVERSITY OF WALES
Trinity Saint David
SWANSEA - ABERTAWE

MODULE HANDBOOK

Dissertation

BMHR7011

LEVEL 7

INSTITUTE OF MANAGEMENT AND HEALTH

Semester 1 & 2 2019-20

Dissertation MA HRM – Level 7/Year 3

Module Overview

DATED: 16/03/2017

LEVEL: 7
CREDITS: 60

JACS CODE: N600

AIM(S)

The dissertation is an essential part of the degree as it is the culmination of the Master's programme and defines the master's worthiness of the programme. As such, it has been designed and conceived as an integral part of the programme. The aims of this module are to prepare students for the complexity and challenges of HRM and HRD research and to develop a wide range of research-related professional skills so that they can both judge and use published research as well as undertaking research themselves to inform HRM and HRD decisions. It is a prerequisite of this module that students attend and pass the *Investigating a Business Issue from a Human Resources Perspective* module and as a result have preparatory experience of research and of producing a PID. The module has been designed to prepare students for the requirements of independent research and to enhance their professional competencies necessary for this purpose. As in *Investigating a Business Issue from a Human Resources Perspective* the student has to produce a PID. This will ensure that, prior to starting the dissertation, students will have developed a clear focus for their research, inquiry or investigation; that they have identified the context, boundaries and stakeholder interests; have considered research perspectives and ethical concerns and procedures; are informed about data collection and analysis, etc. and, in short, have the necessary knowledge and skills to successfully complete the research dissertation. Only on the successful completion of Part 1 will the student be formally invited to submit a dissertation.

Once the Research Proposal has been successfully completed, the dissertation module provides the student with the necessary support and opportunity to produce a substantial specialist body of research (15,000 words) which has been instigated, developed and produced as a consequence of their own research initiative. As such, the dissertation normally arises from a student's individual interest that is likely to have been developed from HRM or HRD topics studied or researched during Part 1. However, students cannot choose the same focus of research as chosen in *Investigating a Business Issue from a Human Resources Perspective* but have to develop a new focus that adds to their learning and development. As such the module will require the student to pursue independent research and in doing so, develop a systematic piece of work that is based upon a sound rationale, has clear aims and objectives, demonstrates an understanding of both the context and literature; an appropriately chosen paradigm and methodology, and a synthesis, analysis and presentation of both primary and secondary sources of data that takes into account both ethical and research limitations. Also, it will require the student to show how the conclusions of the research are capable of more general application, either on a professional or theoretical basis.

LEARNING OUTCOMES

Upon the successful completion of this module, the student should be able to demonstrate the ability to:

- Plan, manage and execute an in depth research, inquiry or investigation with a HRM or HRD focus by applying the principles of research design to the formulation of a research question including, where appropriate, formal hypotheses that can be tested and the selection of appropriate research methods for answering these questions.
- Critically evaluate the appropriateness of qualitative/quantitative methods of data collection, in combination as necessary, to analyse, synthesise, interpret and present the resulting data and the applications of those methods by other researchers in other contexts.
- Demonstrate the ability to conduct research under supervision in a HRM or HRD context including the ability to review published literature critically, show conceptual and theoretical understanding, identify research problems, use project management skills to budget, manage time and other resources, handle data, interpret results and disseminate findings in a way that is consistent with professional HRM or HRD practice and normal principles of research ethics.
- Exhibit the analytical, numerical, literacy, communication and computer skills to enable critical research to be undertaken and be able to apply those transferable skills to develop research based inquiry in future employment settings.

INDICATIVE CONTENT

The complexities and practical issues of HRM or HRD research: Independent learning and development; stakeholder interests and ethical considerations; the investigative process; philosophical considerations; the use of theory; the importance of on-going clear communication. The importance of clear aims and objectives: project management, use of project management skills to budget, manage time and other resources, building and managing relationships; learning and reflection, reviewing and judging.

Exploring the literature, writing a literature review, reviewing published literature critically, showing conceptual and theoretical understanding, identifying research problems and questions.

Choosing a research method, data collection and sampling, data analysis and interpreting results, reliability and validity of data, evidence based approach; disseminating findings in a way that is consistent with professional HRM or HRD practice. Drawing valid conclusions and recommendations. Reflecting on the research process and outcomes and the learning experience.

LEARNING AND TEACHING STRATEGY

Preparation for the requirements of the dissertation starts in Part 1 with the *Investigating a Business Issue from a Human Resources Perspective* module which is designed to enhance research knowledge and competencies. At the beginning of the dissertation module a dissertation handbook is provided for each student.

Students will be expected to manage their own learning and implement their own research programme of study over the dissertation period. Students will be allocated a supervisor/ tutor who will meet with each student on a regular tutorial basis in order to monitor research progress (this will be for a maximum of 15 hours tutorial time).

Guidelines and progress deadlines will be given to students at appropriate times of the year in order to facilitate continued progress. (All procedures and processes are contained in the dissertation handbook).

The allocation of teaching to deliver the module is:

Activity type	Hours	Percentage
Scheduled learning	30	5%
Independent learning	570	95%

Placement learning	0	0
TOTAL	600	100%

ASSESSMENT

Assessment Component 1

(Tick one)

☐ Written exam ☒ Coursework ☐ Practical

Mode of assessment	Volume	Weighting
Written report	15000 words	100%

Assessment Summary

Activity type	Percentage
Written exam	
Coursework	100%
Practical	
TOTAL	100%

These modules are accredited by and prescribed by the CIPD. This means there is permitted deviation from UWTSD current guidelines with regard to areas such as learning outcomes, assessment and format. This is necessary to ensure continuation of CIPD awarding powers.

READING LIST

Module Code	BMHR7011	
Module Title	Dissertation	
Classification	Reading List entry	Electronic*
Essential	Cameron, S. and Price, D. (2012) <i>Business research methods: a practical approach</i> London: Chartered Institute of Personnel and Development.	☐
Essential	Hart C (2010) <i>Doing Your Masters Dissertation</i> (Essential Study Skills series), London: Sage Publications	☐
Further	Alvesson, M & Skoldberg, K. (2009) <i>Reflexive methodology: new vistas for qualitative research</i> 2nd ed. Los Angeles ; London : Sage Publications.	☐
Further	Alvesson, M (2002) <i>Postmodernism and Social Research</i> , Buckingham: Open University	☐
Further	Brown, R. B. (2006) <i>Doing your dissertation in business and management: the reality of researching and writing</i> . London: Sage Publications.	☐
Further	Bryman, A. and Bell, E. (2007) <i>Business research methods</i> , 2nd Ed., Oxford: Oxford University Press, 2007.	☐
Further	Cooper, D. R. and Schindler, P (2008) <i>Business research methods</i> , 10th Ed., London: McGraw-Hill.	☐
Further	Collis, J & Hussey, R (2009) <i>Business Research, A Practical Guide for Undergraduate and Post Graduate Students</i> , London: Palgrave,	☐
Further	Creswell, J.W. (2009) <i>Research design: qualitative, quantitative, and mixed methods approaches</i> , London: Sage Publications.	☐

Further	Davies, M.B. (2007) Doing a successful research project: using qualitative or quantitative methods Basingstoke: Palgrave Macmillan.	☐
Further	Denscombe, M. (2007) The Good Research Guide for small scale social research projects, 3rd Ed., Maidenhead, Open University Press	☐
Further	Denscombe, M. (2010) Ground Rules for Social Research, Maidenhead, Open University Press	☐
Further	Dul, J and Hak, T (2008) Case study methodology in business research, London: Butterworth-Heinemann/Elsevier	☐
Further	Fisher, C. M. & Buglear, J (2010) Researching and writing a dissertation: an essential guide for business students 3rd ed., Harlow: Financial Times/Prentice Hall.	☐
Further	Glatthorn A.A. and Joyner R.L. (2005) Writing the Winning Thesis or Dissertation: A Step-by-Step Guide, London: Sage	☐
Further	James, N. & Busher, H. (2009) Online Interviewing, London: Sage Publications.	☐
Further	Johnson, P. and Clark, M. (eds.) (2006) Business and management research methodologies –Vols. 1- 6, London: Sage Publications	☐
Further	Levin P (2005) Excellent Dissertations, Maidenhead: Open University Press	☐
Further	Murray, N & Hughes, G. (2008) Writing up your university assignments and research projects: a practical handbook Maidenhead, Berks: Open University Press	☐
Further	Natthews, B. & Ross, L. (2010) Research methods: A practical guide for the social sciences, London: Longmans.	☐
Further	Oakshott, L. (2006) Essential Quantitative Methods for Business, Management and Finance, Basingstoke, Palgrave MacMillan	☐
Further	Ruderstam K and Newton R (2007) Surviving Your Dissertation: A Comprehensive Guide to Content and Process, London: Sage Publications	☐
Further	Stewart, D. W., Shamdasani, P.N. and Rook, D.W. (2007) Focus groups: theory and practice 2nd ed. Thousand Oaks; London: Sage Publications.	☐
Further	Veal, A. J. (2005). Business research methods: a managerial approach. 2nd ed., Frenchs Forest, NSW. : Pearson/Addison Wesley.	☐
Further	White B (2003) Dissertation Skills: For Business and Management Students, London: Thomson Learning	☐
Further	White B, (2004) Writing Your MBA Dissertation, London: Thomson Learning	☐
Further	Yin, R. K. (2007) Case study research: design and methods, 4th ed., London: Sage.	☐
Websites	http://e-hrmresearch.org/	☒
Websites	http://pareonline.net/Home.htm	☒
Websites	http://sru.soc.surrey.ac.uk/	☒
Websites	www.academicjournals.co.uk	☒
Websites	www.aimexpertresearcher.org/	☒
Websites	www.audit-commission.gov.uk/search/	☒
Websites	www.businessed.gov.uk	☒

Websites	www.cim.org.uk	☒
Websites	www.cima.org.uk	☒
Websites	www.cipd.co.uk	☒
Websites	www.copac.ac.uk	☒
Websites	www.data-archive.ac.uk/	☒
Websites	www.ejbrm.com/	☒
Websites	www.ltsn.co.uk	☒
Websites	www.palgrave.com/business/collis/br/students/checklists.html	☒
Websites	www.socialresearchmethods.net/www.zetoc.mimas.ac.uk	☒