

## Research methods in human resource management

### Chapter 1 – The nature of research in HR

#### **Disclaimer**

*You may access other websites via the hypertext links provided. You use such links and other websites entirely at your own risk. Such websites are provided by independent third parties and CIPD accepts no responsibility for the availability, content or use of such websites or information contained on them.*

#### **Web links**

#### **Understanding research**

On the website of [Learnhigher](#) you can find resources on [research skills](#), including a [glossary](#) of research terms, written by Andy Hagyard from the University of Lincoln and Christine Keenan from Bournemouth University.

#### **CIPD research projects**

On the website of the [Chartered Institute of Personnel Development](#) you can find an overview of CIPD current [research](#) with links to some of the papers and outputs. These are always very reader-friendly and practitioner-friendly. They can provide useful opportunities for a critical evaluation of different methods used and of the assumptions about knowledge that underpin them.

## Chapter 2 - First stages in the HR project

### **The case study as a research method**

#### [The University of Texas at Austin](#)

On this website you can find the [paper](#) from 1999 by Susan K. Soy on the case study as a research method. It provides an overview of a structured approach to undertaking case study research.

### **Workplace Employment Relations Survey**

#### [GOV.UK](#)

On this website you can find out about the [Workplace Employment Relations Study](#) (WERS), a national survey of people at work in Britain. It is the flagship survey of employment relations in Britain. It collects data from employers, employee representatives and employees in a representative sample of workplaces. WERS has been undertaken 6 times: 1980, 1984, 1990, 1998, 2004 and 2011. Fieldwork for the 2011 WERS (the sixth study) was completed in June 2012. It is co-sponsored by the Department for Business, Innovation and Skills (BIS), acas, the Economic and Social Research Council (ESRC), the UK Commission for Employment and Skills (UKCES) and the National Institute of Economic and Social Research (NIESR).

### **The GLOBE Project**

#### [New Mexico State University](#)

On this website you can find out about the [Global Leadership and Organizational Behavior Effectiveness](#) (GLOBE) project: a multi-phase, multi-method research project in which investigators around the world examine the inter-relationships between societal culture, organizational culture, and organizational leadership. There are links to publications and also to research instruments.

## Chapter 3 - Ethics and HR research

### **Code of practice for research: promoting good practice and preventing misconduct**

#### [UKRIO](#)

The website of the UK Research Integrity Office. Here you can find their [code of practice for research](#) and the [concordat to support research integrity](#). Also available is a [checklist](#) that highlights key points of good practice in research.

### **Ethical decision-making and Internet research**

#### [AoIR](#)

The website of the Association of Internet Researchers, where you can find a [report](#) on ethical decision-making and internet search by Charles Ess and AoIR.

### **The CIPD code of professional conduct**

#### [Chartered Institute of Personnel and Development](#)

On the CIPD website you can find their [code of professional conduct](#), which sets standards for CIPD members as individual professionals.

### **RESPECT**

#### [The RESPECT project](#)

The website of the RESPECT project, which was funded by the European Commission's Information Society Technologies (IST) Programme to draw up professional and ethical guidelines for the conduct of [socio-economic research](#). The site provides information about the [RESPECT Code of Practice](#) but also has useful information about [intellectual property](#), [confidentiality \(data protection\)](#), [professional issues such as qualifications](#) and [standards](#), and highlights ethical issues affecting the users of research.

### **The Institute of Business Ethics**

The website of the [Institute of Business Ethics](#), where you can find out about their [research and publications](#) and their work in [education](#).

## Chapter 4 - Reviewing and evaluating existing knowledge

### **Academic writing**

On the website of [Learnhigher](#) you can find resources on teaching and learning, such as [report writing](#) and [referencing](#).

### **Writing a literature review**

#### [Wesleyan University](#)

On this website you can find a guide to writing a [literature review](#), focusing on different types of literature that might be included.

### **Referencing at Portsmouth**

On the [Referencing@Portsmouth](#) website f

rom the Portsmouth University library, students and researchers can find guidance on using various referencing styles, including OSCOLA and Vancouver.

### **Plagiarism: the crime of intellectual kidnapping**

#### [San Jose State University](#)

On this website you can find many online tutorials, including one on [plagiarism](#).

## Chapter 5 - Approaches to gathering data in HR research

### **Online qualitative data analysis**

#### [Online QDA](#)

On this website you can access learning materials which address common issues of undertaking qualitative data analysis (QDA) and beginning to use Computer Assisted Qualitative Data Analysis (CAQDAS) packages. There are tutorials and software guides.

### **Learning to analyse quantitative data**

On the Learnhigher website you can find out about learning to [analyse quantitative data](#).

### **Integrating qualitative and quantitative research**

BRYMAN, A. (2006) Integrating quantitative and qualitative research: how is it done? *Qualitative Research*. Vol. 6. pp97-113.

This paper offers an evaluation of the use of 'mixed methods' research in business and management.

## Chapter 6 - Finding and using documentary and organisational evidence

### **Critically analysing information sources**

#### [Cornell University Library](#)

On this website you can find [Critically analysing information sources: critical appraisal and analysis](#), an online resource from Cornell University Library which refers directly to secondary sources such as books and articles, but the principles of which can be directly applied to other forms of secondary source used in a research project.

### **Content analysis**

#### [Writing@CSU](#)

On this website, the home of Colorado State University's open-source learning environment, you can find a guide to [content analysis](#).

### **Document analysis worksheets**

#### [National Archives](#)

The [worksheets](#) provided on this site were developed by the Education Staff of the National Archives and Records Administration in Washington DC. They provide useful questions to be addressed in the analysis of a wide range of documentary artefacts.

## Chapter 7 - Collecting and recording qualitative data

### **Qualitative analysis**

#### [University of the West of England](#)

On this website you can find an online learning programme developed by the University of the West of England, Bristol. It includes material related to data analysis and the [research process](#).

### **Learning to analyse qualitative data**

#### [Analyse This!!](#)

This is a free online tutorial that will help you develop your data analysis skills for your coursework studies, projects, and dissertations. The tutorial looks at quantitative and [qualitative data analysis](#), with some practical examples and advice on effectively analysing your data. The resource was developed by Manchester Metropolitan University on behalf of the LearnHigher Project.

## **ESDS Qualidata**

### **[UK Data service](#)**

On this website, a comprehensive resource funded by the ESRC to support researchers, teachers and policymakers, you can access a wide range of secondary data including large-scale government surveys, international macrodata, business microdata, qualitative studies and census data from 1971 to 2011.

## Chapter 8 - Analysing qualitative data

### Introduction to CAQDAS

#### [Online QDA](#)

This is a set of learning materials which address common issues of undertaking qualitative data analysis (QDA) and beginning to use Computer Assisted Qualitative Data Analysis (CAQDAS) packages.

### Resources for qualitative data analysis with NVivo

#### [Research Support](#)

On this website you can find resources for [qualitative data analysis](#) and users of NVivo.

### Qualitative analysis

#### [University of the West of England](#)

On this website you can find an online learning programme developed by the University of the West of England, Bristol. It includes material related to [data analysis](#) and the research process.

Chapter 9 - Collecting and recording quantitative data

Chapter 10 - Analysing quantitative data and formulating conclusions

### **Working with charts, graphs and tables**

#### [Open Learn](#)

The OpenLearn site from the Open University offers free educational resources, including a unit on [Extending and developing your thinking skills](#). It looks at how diagrams, mind-maps, tables, graphs, time lines, flow charts, sequence diagrams and decision trees can be used to organise thought.

### **Quantitative analysis**

#### [University of the West of England](#)

On this website you can find an online learning programme developed by the University of the West of England, Bristol. It includes material related to presenting and interpreting [inferential and descriptive statistics](#).

## Chapter 11 - Communicating your research

### **Academic writing skills**

#### [Open Learn](#)

The OpenLearn site from the Open University offers free educational resources, including a unit on [Essay and report writing skills](#). Although focusing on general academic writing, the principles will apply to dissertations or research reports.