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Using a Research Approach in HR

Assessment 1 – 5CIHR – I1C1003

Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives



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Activity 1

Provide a written response (approximately 750 words) which addresses the following:

1. Explain the nature of research and the stages of the research process
 2. Compare and contrast different approaches to research.
 3. Give examples of how research can be used in researching HR
- All references should be acknowledged correctly and a bibliography provided where appropriate (these should be excluded from the word count).

Assessment Criteria

- 1.1 Explain the nature of research and the stages of the research process.
- 1.2 Compare and contrast different approaches in research.
- 1.3 Identify researchable areas in HR.

Guidance

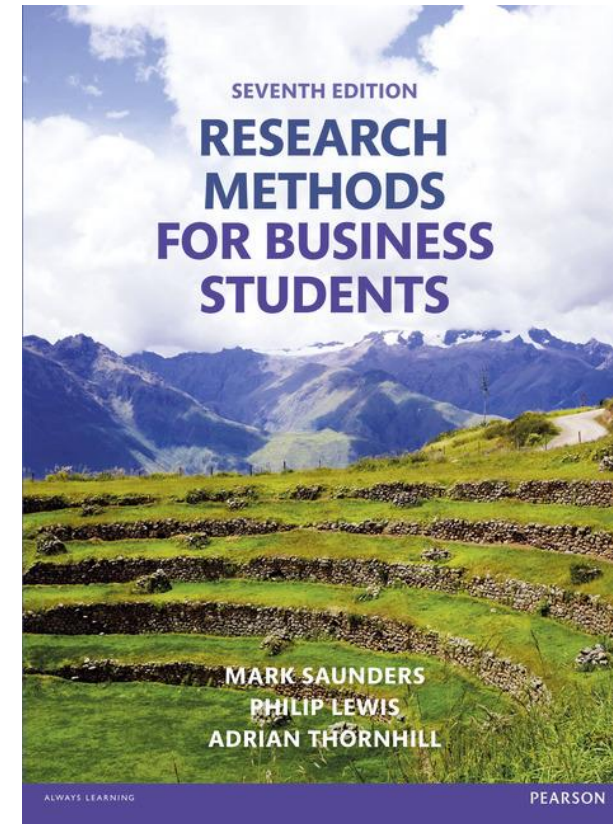
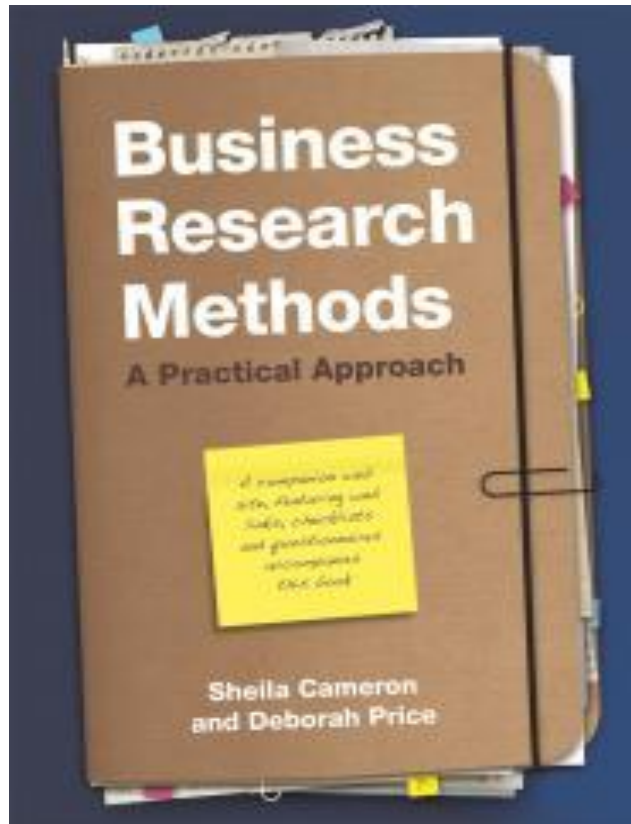
Learners should provide an account of the nature of research i.e. its defining characteristics and the purpose it serves in general terms and more specifically in HR.

They must show evidence of engaging with academic literature around the subject of research.

They must compare and contrast different research approaches, outlining the data collection methods commonly used for each approach.

They should also give examples of how different research approaches have been or could be used in HR e.g. within reward; employee satisfaction; staff competence.

Resources (in addition to Core text and Anderson, 2013)



Activity 2

A research-based business report of approximately 2250 words.

Undertake research in an area of HR (e.g. reward; employee engagement levels; employee satisfaction) and write a business report for identified stakeholders. Within your report you should:

1. Assess a range of primary and secondary data sources suitable for the area investigated.
2. Explain how you collected and analysed the data, justifying the methodology adopted.
3. Draw conclusions and make recommendations based on the data.

Assessment Criteria

General:

- 1.3 Identify researchable areas in HR.
- 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.

Activity 2.1:

- 2.1 Assess a range of primary and secondary data sources suitable for investigating an area of HR.

Activity 2.2:

- 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.

Activity 2.3:

- 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.

Guidance

- Learners should undertake research in an area of HR and produce a business report. The report should have a title which clearly indicates the focus of the report.
- There should be an explanation of the overall purpose of the research and why it will be of benefit to identified stakeholders.
- The specific objectives of the research should be stated clearly (research objectives may be written as a series of questions which the research seeks to answer).
- Learners should explain and defend the data collection methods chosen for achieving the objectives of the research. If the research involves respondents/participants, a rationale for the chosen sample should be provided.
- The findings of the research should be presented clearly and succinctly using tables and graphs where appropriate.
- The student should discuss the findings, presenting any themes that have emerged. Conclusions and recommendations arising from the findings should be presented with an acknowledgement of any limitations of the research.
- Appendices should be provided which will not be included in the word count but these should be kept to a minimum.
- References and bibliography should be provided at the end using the Harvard convention.

Report Structure (see template on Moodle)

A typical report structure could be:

- Title page
- Executive Summary
- Contents Page
- Introduction
- Literature review
- Research methodology
- Findings
- Discussion
- Conclusions
- Recommendations
- Limitations
- Bibliography/Reference List
- Appendices

Important Dates

- 3rd October – contribute to topic blog on Moodle (or email me if not on Moodle by then)
- **22nd October – Upload Part One of Assessment**
- 26th October – contribute to article blog on Moodle
- **11th February – Upload Part Two of Assessment**
- Next CIPD Event – 11th October (Cardiff) 16th October (Narberth and Newtown) 23rd October (Swansea)
- Next Workshop – 17th October