

Intermediate CIPD: Using a Research Approach in HR

Programme: Intermediate Diploma			Level of Study: 5		
Module: Using a Research Approach in HR					
Lecturer: Julie Thomas			Assignment due date: Part One – 18/11/19 Part Two – 29/6/20		
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		Session content related to module standards: AC = Assessment Criteria LO = Learning Outcome	GUIDED LEARNING - CLASS CENTRED (10 hours) Topics covered in class to aid learning		GUIDED LEARNING - HOME/WORK CENTRED (10 hours) Mandatory reading/tasks to aid learning. <i>NB: You will also need to undertake your own self-directed learning in order to build on your knowledge and complete your assessments (20 hours). Some recommended reading is also listed below.</i>
	Date				
	23/10	LO1: Understand the meaning of research and the research process	• Introductions • Choosing your topic • Research Methods • Referencing		Read Chapter 5 and sample chapter in Taylor & Woodhams (2016) Read Chapter 2 of Horn (2012) Strategies for finding and developing a dissertation topic Read about Evidence Based HR. Available at: http://msgfocus.com/files/amf_mark_allen_group/workspace_9/Evidence-Based_HR_Supplement_May17.pdf Watch: Video on Moodle 'Evidence-based Practice'. Task: Book an appointment with your HR Manager to discuss strategic priorities in the organisation and HR issues in order to decide on a topic. Record your discussion on the Topic Blog on Moodle by 8/11/19.
	23/10	LO2: Be able to conduct a data review and analyse the findings	• Sources of Information • Selecting sources • Creating a Critical Review		Please read the following freely available interactive resources from the University of Manchester: Know your sources: Types of information. Available at: https://www.escholar.manchester.ac.uk/learning-objects/mle/information-types/ Knowing where to look: Introducing your search toolkit. Available at: https://www.escholar.manchester.ac.uk/learning-objects/mle/search-toolkit/ <i>Skip section 3 – we will cover UWTSD Library resources in class.</i> Finding the good stuff: Evaluating your sources. Available at: https://www.escholar.manchester.ac.uk/learning-objects/mle/evaluating-sources/ Read: How to write a critical review. https://www.cipd.co.uk/knowledge/students/study-guides/critical-review-writing
	23/10	LO3: Be able to draw meaningful conclusions and make recommendations LO4 – Be able to prepare clear, business focussed reports on an HR issue	• Drawing Conclusions • Making Recommendations • Presenting your report		Please read the following: How to write a report. Available at: http://www.personneltoday.com/hr/how-to-write-a-report/ How to write a business report. Available at: https://www.cipd.co.uk/knowledge/students/study-guides/business-report-writing Using Graphs and Charts. Available at: https://www.skillsyouneed.com/num/graphs-charts.html

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Mandatory reading (text books):

Taylor, S., & Woodhams, C. (2016). *Studying Human Resource Management* (2 ed.). London: CIPD.

Specifically chapter 5 and the sample chapter Investigating and Researching HR Issues

Horn, R. (2012). *Researching and Writing Dissertations - A Complete Guide for Business and Management Students*. London: CIPD.

Specifically chapter 2 (available on Moodle).

Recommended reading (text books):

Anderson, V. (2013). *Research Methods in Human Resource Management: Investigating a Business Issue*. London: CIPD.

Other Sources of Information for Self-directed Learning (20 hours):

www.cipd.co.uk – guides on writing your report, plus information on all topic areas

Harvard Business Review – Find lots of interesting articles about contemporary issues in business

People Management – you will get a subscription to this with your CIPD membership

Personnel Today. Available at: <http://www.personneltoday.com/>

HR Magazine. Available at <http://www.hrmagazine.co.uk>

UWTSD Library and Learning Resources. Available at: <http://www.uwtsd.ac.uk/library/>