

Module Details	
Module Title:	Dissertation (MSc HRM)
Module Code:	MAL7503-E
Academic Year:	2019-20
Credit Rating:	60
School:	School of Management
Subject Area:	Management and Law
FHEQ Level:	FHEQ Level 7 (Masters)
Pre-requisites:	
Co-requisites:	

Contact Hours	
Type	Hours
Lectures	12
Tutorials	12
Directed Study	576

Availability	
Occurrence	Location / Period
BDB	University of Bradford / Non-Standard Academic Year (Jan - Sept)
BDA	University of Bradford / Non-Standard Academic Year (Jan - Sept)

Module Aims
<p>This module provides the opportunity for learners to demonstrate the ability to diagnose and investigate a live, complex business issue from an HR perspective, to locate the work within the body of contemporary theoretical and practice knowledge, to collect and analyse data, to derive supportable conclusions and to make practical and actionable recommendations for change, improvement or enhancement of current practice. It requires reflection on the implications for professional practice from an ethical, professional and continuous professional development standpoint.</p>

Outline Syllabus

1. Identify and justify a business issue that is of strategic relevance to the organisation.
2. Critically analyse and discuss existing literature, contemporary HR policy and practice relevant to the chosen issue;
3. Compare and contrast the relative merits of different research methods and their relevance to different situations, referring to philosophical and methodological literature.
4. Undertake a systematic analysis of quantitative and/or qualitative information and present the results in a clear and consistent format.
5. Draw realistic and appropriate conclusions and make recommendations based on costed options.
6. Develop and present an applied dissertation to include the above elements.
7. Write a reflective account of what has been learned during the project and how this can be applied in the future.

Learning Outcomes

1	<ul style="list-style-type: none"> a) Define a focused research topic and specify research objectives and questions. b) Demonstrate an understanding of Research methods and the appropriate use of different research methodologies c) Develop a research framework and Model
2	<ul style="list-style-type: none"> a) Demonstrate skills in both qualitative and quantitative data collection and analysis techniques. b) Write a research proposal.
3	<ul style="list-style-type: none"> a. demonstrate a breadth of knowledge in human resource management b. have deepened your knowledge and understanding of a particular topic in human resource management c. understand how to undertake original research in a chosen area of human resource management d. demonstrate practical application of knowledge of the effectiveness of the various topics covered in the taught courses.
4	<ul style="list-style-type: none"> a. recognise and formulate innovative or revised approaches to business and management practice; b. formulate strategies for successful research c. demonstrate research, analysis and synthesis in an area of human resource management d. propose a well justified implementation of ideas which meets prevailing ethical and organisational demands. e. have developed skills for investigating a specific methodology chosen for your work.
5	<ul style="list-style-type: none"> a. skills of inquiry, logical reasoning and analysis in addressing a specific issue; b. organisational skills to manage large, complex tasks; c. independent project management skills - time management, scope definition, prioritising and scheduling, meeting deadlines; d. quantitative and qualitative idea definition and development; e. communication skills through having expressed your ideas and arguments in a clear and unambiguous manner.

Learning, Teaching and Assessment Strategy

This is the final element of the Master's degree and students determine the specific subject area in Human Resources Management that they want to focus on for their dissertation/project, as

such it furthers students' knowledge and skills in the subject areas that are chosen by the students. Lectures and seminars relating to research methods and skills are provided, including workshops to all students at the Faculty level as well as in the City campus. The LTA strategy is designed central to achieving an independent learning and an advanced knowledge and skills develop that is unique to each student of their aspiration. The training's are provided by lectures and practical work, both individual and group. This addresses Learning Outcome of 1 to 5.

A supervisor is allocated to each student who will mentor the students throughout the process of developing and completing their dissertation/project, supporting the independent study and learning of the student.

As the project develop students will gain both summative and formative feedback from a member of academic staff/supervisor on their research proposal. Further formative feedback is provided while developing the research until completion of the dissertation.

Research proposal of 3000 words which is also included in the dissertation as an appendix.

Maximum 12,000 word dissertation including literature review, methodology, data description, analysis, results and conclusion; but excluding references and appendices; plus a CIPD report of 5000 words. The dissertation will also include the original research proposal (as an appendix).

Mode of Assessment				
Type	Method	Description	Length	Weighting
Referral	Dissertation or Project Report	Dissertation (12000 words) and CIPD Report (5000 words) plus Research proposal	12000 words	100%
Summative	Dissertation or Project Report	12000 word (max.) dissertation + CIPD Report (5000 words)	12000 words	80%
Summative	Coursework	Research proposal (3000 words)	3000 words	20%

Reading List
To access the reading list for this module, please visit https://bradford.rl.talis.com/index.html .

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.