

Module Details	
Module Title	Dissertation (MSc HRM)
Module Code	MAL7503-E
Academic Year	2022/3
Credits	60
School	School of Management
FHEQ Level	FHEQ Level 7

Contact Hours	
Type	Hours
Lectures	12
Tutorials	12
Directed Study	576

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Non-Standard Academic Year
BDB	University of Bradford / Non-Standard Academic Year

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

Outcome Number	Description
01	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
02	a) Demonstrate skills in both qualitative and quantitative data collection and analysis techniques. b) Write a research proposal.
03	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.
04	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.
05	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

Research proposal of up to 3000 words (20% weighting) and a Dissertation of (maximum) 15000 words (80% weighting).

Dissertation includes the following components up to 12000 words:

- * literature review,
- * methodology,
- * data description,
- * analysis,
- * results and conclusion.

The dissertation also includes a CIPD report component of (maximum) 3000 words, including the sub-components:

- ** extended recommendations,
- ** cost-benefit analysis,
- ** implementation plan,
- ** reflective statement.

The total word count of 15000 excludes references and appendices. Your research proposal (20% component) is included as an appendix to your dissertation and does not contribute to the 15000 total word count.

Supplementary task for the research proposal assessment if required will be a reflective account up to 3000 words equivalent.

Your dissertation is then assessed against the CIPD requirements for graduate membership, should you wish to join CIPD at Level 7. To meet the CIPD requirements you must ensure your dissertation addresses the following points:

1. Comprehend the principles underpinning the matter under investigation.
2. Take into consideration alternative approaches to investigating and analysing the issue.
3. Consider, by the evaluation of primary and secondary data, alternative solutions to the problem.
4. Demonstrate a critical evaluative approach draw relevant conclusions.
5. Consider the feasibility within the political, economic and social context of the organization and of the introduction of your recommendations.
6. Present data in a clear and logical manner using charts, diagrams and other forms of data presentation as appropriate.
7. Present the cost-benefits of the recommendations.
8. Prepare an implementation plan stating who should implement action and when this should be done.
9. A short reflection on your learning from the project.

Mode of Assessment

Type	Method	Description	Weighting
Summative	Coursework - Written	Research proposal (up to 3000 words); SUPPLEMENTARY if required: Reflective account (up to 3000 words equivalent)	20%
Summative	Dissertation or Project Report	Dissertation (d>	80%

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.

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