Module Descriptor

Title	HRM Research Design		
Session	2025/26	**Status**	Existing
Code	HURM09004	**SCQF Level**	9
Credit Points	20	**ECTS (European Credit Transfer Scheme)**	10
School	Business & Creative Industries		
Module Co-ordinator	S Hofman		

Summary of Module

This module provides students with the knowledge and skills to develop a research project in people management. Topics studied include approaches to research strategy and research design, research methods (qualitative, quantitative and mixed methods), working with the literature, as well as research planning techniques, research implementation issues, philosophy and research ethics.

This module will equip all students to carry out research projects within organisations as part of their organisational roles and to carry out research project for the purpose of knowledge transfer (with the intention of making recommendations for practice) as well as for substantive academic assignments such as honours and masters dissertations.

The module lessons are highly participative and include individual work, as students learn and discuss how to design and carry out a people management research project.

Module Delivery Method	**On-Campus**	**Hybrid**	**Online**	**Work -Based Learning**
		x		

Campuses for Module Delivery	Ayr Dumfries	Lanarkshire London Paisley x	Online / Distance Learning Other (specify)

Terms for Module Delivery	Term 1		Term 2	x	Term 3	

Long-thin Delivery over more than one Term	Term 1 – Term 2		Term 2 – Term 3		Term 3 – Term 1	

Learning Outcomes	
L1	Generate sophisticated and achievable aims, objectives and/or research questions for an applied research project in people management;
L2	Demonstrate the ability to gather, critically analyse and comprehensively present secondary data in the people management arena;
L3	Evaluate fundamental research methodologies, and how these inform the conduct of people management research;
L4	Evaluate the feasibility of and justification for varying data collection and analysis methods and their application to a people management project;
L5	Demonstrate the ability to critically evaluate limitations and ethical concerns in conducting primary research into people management.

Employability Skills and Personal Development Planning (PDP) Skills	
SCQF Headings	**During completion of this module, there will be an opportunity to achieve core skills in:**
Knowledge and Understanding (K and U)	Critically understanding social science research philosophy as it relates to people management. Critically understanding approaches to research design as they relate to people management. Critically understanding research methods including qualitative, quantitative and desk research. Critically understanding the importance of research ethics.
Practice: Applied Knowledge and Understanding	Retrieving, gathering, interpreting and manipulating primary and secondary information from a variety of sources including electronic sources. Preparing a research plan for a topic located people management. Assessing the ethical issues within research generally and also particularly within their own research topic.
Generic Cognitive skills	Undertaking critical analysis and interpretation of qualitative and quantitative data.

	Collating and interpreting information from a variety of sources, including academic research publications.
Communication, ICT and Numeracy Skills	Communicating effectively in speech and writing. Using, interpreting and evaluating numerical, statistical and graphical data. Using a range of IT applications to support and enhance work.
Autonomy, Accountability and Working with Others	Exercising independence and initiative in preparing a research assignment, while systematically identifying and addressing their own learning needs. Being aware of ethical issues in research. Working effectively, both individually and with others in groups, taking a leadership role where appropriate.

Prerequisites	**Module Code**	**Module Title**
	Other Students must be enrolled on BA (Hons) People Management.	
Co-requisites	**Module Code**	**Module Title**

Learning and Teaching
In line with UWS' Curriculum Framework, providing a engaging and active, student-centred and inclusive approach to learning and teaching, the module has been designed around the delivery of engaging, activity- and discussion-based workshops, nurtured by meaningful online support, including drop-in sessions, short videos, reading materials, quizzes, etc. This approach creates more flexibility for students, while also enhancing deeper learning through engagement with peers and teaching staff, both online and in the classroom. Students and their employers are supported through a collaborative approach, enabling the transfer of learning between the degree and practice. This will be achieved through the implementation of People Management Practice Mentoring which will support students in identifying suitable projects and guide them through the evaluation and implementation of such. This is further fostered by the assessment approach, enabling students to develop both academic and employability-focused knowledge and skills within people management — all aligned to the overarching purpose and aims of the programme.

Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:	**Student Learning Hours** (Note: Learning hours include both contact hours and hours spent on other learning activities)
Laboratory/Practical Demonstration/Workshop	12
Asynchronous Class Activity	24
Independent Study	164
TOTAL	**200**

Indicative Resources
The following materials form essential underpinning for the module content and ultimately for the learning outcomes: Wilson, J., (2014), Essentials of Business Research - A Guide to Doing Your Research Project", 2nd Edition, Sage Publications Ltd. Anderson, V., (2019), Research Methods in Human Resource Management: Investigating a Business Issue", 4th Edition, CIPD - Kogan Page Details of further resources, including textbooks, journals and online resources will be identified at the beginning of delivery in the module handbook and made available via the VLE.
(N.B. Although reading lists should include current publications, students are advised (particularly for material marked with an asterisk*) to wait until the start of session for confirmation of the most up-to-date material)

Attendance and Engagement Requirements

In line with the Student Attendance and Engagement Procedure, Students are academically engaged if they are regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time. **For the purposes of this module, academic engagement equates to the following:** Students are academically engaged if they are regularly attending the on-campus lectures/tutorials/workshop. Also, they need to engage with the AULA site regularly to access to the teaching materials and complete assessments and submit these on time. Students should also reference the BCI Guidance on Implementation of the Revised Student Attendance and Engagement Procedure which details the School attendance and engagement requirements and how this will be monitored for attendance

Equality and Diversity
The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: UWS Equality, Diversity and Human Rights Code. To meet the diverse needs of our student body, we are dedicated to adapting learning experiences where required. This personalised one-to-one approach ensures that all students can succeed, regardless of their background or circumstances. By embracing and promoting these principles, we aim to cultivate a learning community where everyone feels valued, supported, and empowered to achieve their full potential.
(N.B. Every effort will be made by the University to accommodate any equality and diversity issues brought to the attention of the School)

Supplemental Information

Divisional Programme Board	Management, Organisations and People
Overall Assessment Results	**Graded**
Module Eligible for Compensation	**No** **If this module is eligible for compensation, there may be cases where compensation is not permitted due to programme accreditation requirements. Please check the associated programme specification for details.**
School Assessment Board	Management, Organisations and People
Moderator	P Hutchinson
External Examiner	O Adekoya

Accreditation Details	The module is accredited by the Chartered Institute of Personnel and Development (CIPD).
Module Appears in CPD catalogue	**No**
Changes / Version Number	

Assessment (also refer to Assessment Outcomes Grids below)
Assessment 1
30% of the overall module assessment will be accounted for by an individual poster presentation
Assessment 2
70% of the overall module assessment will be accounted for by a individually written research proposal, providing a comprehensive outline/plan of the student's research project
Assessment 3
(N.B. (i) Assessment Outcomes Grids for the module (one for each component) can be found below which clearly demonstrate how the learning outcomes of the module will be assessed. (ii) An indicative schedule listing approximate times within the academic calendar when assessment is likely to feature will be provided within the Student Module Handbook.)

Component 1							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Presentation	x	x	x	x	x	30	3

Component 2							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**

Review/ Article/ Critique/ Paper	x	x	x	x	x	70	0

Component 3							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
n/a							
Combined total for all components						100%	3 hours

Change Control

What	**When**	**Who**
No changes	04/2025	Dr. Silvio Hofmann