

# **HRM499 Human Resource Management Applied Project**

**Level:** 4

**Credit Units:** 10 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY SEMESTER

## **Synopsis:**

HRM499 Human Resource Management Applied Project, is for senior undergraduate students to learn and experience conducting an applied study on human resource management issues/practices in the workplace. The applied project will enable students to better understand and apply the evidence-based approach to management as future HR professionals. Students will work in teams to design and conduct a study on a HRM problem/issue using an applied research method, collect and analyse data, and report their findings and recommendations. Students will need to consolidate and apply their knowledge and skills from various courses undertaken in the HRM programme.

## **Topics:**

- Contemporary HRM issues/problems
- Evidence-based approach in HRM
- Literature review
- Applied research methods
- Data collection techniques
- Sampling methods and sample size
- Ethics in HR data collection
- Data quality - reliability and validity
- Data analytics/statistics
- Project planning
- Report writing
- Effective presentation

## **Textbooks:**

Anderson, V., Fontinha, R. & Robson, F. (2019).: Research Methods in Human Resource Management: Investigating a Business Issue (e-book) 4th ed CIPD (ALKEM)  
ISBN-13: 9780749483883

**Learning Outcome:**

- Explain the evidence-based approach in HRM.
- Describe the considerations for a quality study and the applied research process.
- Appraise own strengths and weaknesses, especially with regard to teamwork skills, data analytical skills, and presentation skills.
- Conduct literature search, and evaluate the material found for relevance and usefulness for the applied study.
- Construct the design of an applied study.
- Formulate a project proposal.
- Develop a data collection instrument.
- Implement data collection.
- Analyse the data using appropriate statistics and/or methods.
- Interpret the findings and develop recommendations.
- Write a report on the applied study.
- Demonstrate effective communication of proposal and findings.

**Assessment Strategies (Daytime Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	20
	TUTOR-MARKED ASSIGNMENT 2	20
	GROUP BASED ASSIGNMENT 1	60
<b>Total</b>		<b>100</b>