

Subject Code	MM592
Subject Title	HRM Dissertation
Credit Value	9
Level	5
Normal Duration	2 consecutive semesters
Pre-requisite/ Co-requisite/ Exclusion	<p>Pre-requisite: Research Methods (MM501) and Managing Organizations and People (MM511) / Organization and Management (MM5112)</p> <p>Exclusion: Practice of Human Resource Management (MM5921)</p>
Objectives	<p>Students are to integrate and apply what they have learned from the foundation and core subjects to conducting an empirical study in a general management or human resource management context.</p> <p>This subject contributes to the achievement of the MSc HRM Programme Outcome 2 (Use HRM theories and models to align HRM processes with organizational goals).</p>
Intended Learning Outcomes	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> critically and intellectually examine a topic of interest; use rigorous research methods and techniques to collect and analyse data; and apply concepts and theories to solving problems and issues.
Subject Synopsis/ Indicative Syllabus	<p>The student works individually and independently on a research topic under the supervision of an academic member of staff. For assessment:</p> <ol style="list-style-type: none"> Research Proposal In consultation with the supervisor, the student proposes a plan, which must show evidence of having conducted sound background literature research, and which must contain: <ol style="list-style-type: none"> aims and objectives; literature review; research problem; research methodology; and research schedule. Progress Reports The student is to seek advice from the supervisor on a regular basis. The supervisor monitors and evaluates the student's performance, for example through verbal presentation, submission of draft chapters and annotated bibliographies, discussion of assigned readings, comprehension of tasks on hand, and thoroughness of investigation. Dissertation This final paper is assessed on the following bases: <ol style="list-style-type: none"> the extent to which the student has met the objectives of the dissertation; the degree of originality; the significance of the findings; the way in which the student has drawn upon and has integrated theories; the research techniques; and the overall quality of the written presentation.

	<p>4. Oral Examination</p> <p>The oral examination is partly to satisfy the panel of examiners that the work is the student’s own. During the oral examination, the student is required to answer questions relating to the dissertation and identify applications and future directions. It is graded according to the student’s:</p> <p>(a) ability to justify the research study;</p> <p>(b) articulation of and thoughtful answers to committee questions; and</p> <p>(c) presentation and communication skills.</p>																																																						
Teaching/Learning Methodology	<p>There are no classes. The student works individually and independently under the guidance and supervision of an academic member of staff to develop a research proposal, conduct empirical investigation of a problem of some academic or practical significance, write a dissertation, and attend an oral examination. The supervisor will meet with the student regularly to keep track of the latter’s progress.</p>																																																						
Assessment Methods in Alignment with Intended Learning Outcomes	<table><tr><th rowspan="2">Specific assessment methods/tasks</th><th rowspan="2">% weighting</th><th colspan="5">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th></tr><tr><th>a.</th><th>b.</th><th>c.</th><th></th><th></th></tr><tr><td>Continuous Assessment*</td><td>100%</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>1. Research Proposal (Supervisor)</td><td>5%</td><td>✓</td><td>✓</td><td></td><td></td><td></td></tr><tr><td>2. Progress Reports (Supervisor)</td><td>5%</td><td>✓</td><td>✓</td><td>✓</td><td></td><td></td></tr><tr><td>3. Dissertation (Supervisor and Second Examiner)</td><td>70%</td><td>✓</td><td>✓</td><td>✓</td><td></td><td></td></tr><tr><td>4. Oral Examination (Supervisor and Second Examiner)</td><td>20%</td><td>✓</td><td>✓</td><td>✓</td><td></td><td></td></tr><tr><td>Total</td><td>100 %</td><td colspan="5"></td></tr></table> <p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each supervisor.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in the overall subject grade.</p> <p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes: The four components of Continuous Assessment are designed to ensure that the student –</p> <ul style="list-style-type: none">▪ engage in an independent research project;▪ intellectually examine a topic through relevant literature review;▪ conduct rigorous and sound empirical research; and▪ apply concepts and theories to tackling actual issues.	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)					a.	b.	c.			Continuous Assessment*	100%						1. Research Proposal (Supervisor)	5%	✓	✓				2. Progress Reports (Supervisor)	5%	✓	✓	✓			3. Dissertation (Supervisor and Second Examiner)	70%	✓	✓	✓			4. Oral Examination (Supervisor and Second Examiner)	20%	✓	✓	✓			Total	100 %					
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Student Study Effort Expected	Student study effort:	
	▪ Preparation for Research Proposal	18 Hrs.
	▪ Preparation for Progress Reports	18 Hrs.
	▪ Preparation for Dissertation	245 Hrs.
	▪ Preparation for Oral Examination	70 Hrs.
	Total student study effort	351 Hrs.
Reading List and References	<p>1. References for research methodology are as per the subject MM501 Research Methods. For example:</p> <p>Hair, J. F. (2019). <i>Multivariate Data Analysis</i> (8th edition). Pearson Education Limited.</p> <p>Sekaran, U. and Bougie, R. (2016). <i>Research Methods for Business: A Skill Building Approach</i> (7th edition). NY: John Wiley & Sons.</p> <p>Yin, R. K. (2018). <i>Case study research and applications : design and methods</i> (6th edition). SAGE Publications, Inc.</p> <p>2. In addition, students may find it useful to refer to one of the standard style guides. For example:</p> <p>American Psychological Association (2020). <i>Publication Manual of the American Psychological Association</i> (7th edition). Washington, DC: American Psychological Association.</p> <p>3. The supervisor will provide guidance on readings in the substantive field of research.</p>	

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