

Department of Organizational Psychology

Birkbeck, University of London

Organizational Psychology and Human Resource Management

Organizational research and organizational analysis 2012

Module Handbook - Including a guide to the Research Proposal

Note:

deadline draft proposal 15 July

deadline final proposal 15 September

Term 1

Introduction

This short handbook gives you an overview of the Organizational Research and Organizational Analysis modules.

Student starters and finishers for each topic conferencing

Information about who will be starting and finishing the discussion of each conferencing topic will appear on the OPHRM VLE. Please ensure that you check

or

conferences will be started by a tutor.

Some tips for conferencing:

- One always feels the others are probably further ahead, more intelligent, have already thought of it, etc., its not true! You have all been hand-picked and what is really impressive is the level of ALL contributions.
- Try to bring in theory rather than anecdote, or fit the two together.
- -
with your comments. Critique is vital and aimed at improving thought processes.
- Therefore do be critical, especially of theory and research (see course modules and handbook)
- Do read the course aims, module aims and objectives AND the computer conferencing aims.
- Do ask if a contri
- contributions - half an hour before you go to bed is not ideal (and likely to end up more), but I guess its better than nothing.
- Do use the electronic library to further inform your thoughts starters and finishers will be expected to bring in additional journal articles see the VLE for more information.

Types of contribution

When you read a message, you may feel sometimes that you want to say.

your contributions are considered to be unsatisfactory you will be contacted. If you are concerned or worried about your style or content of contributions please ask your tutor to comment. Normally if you have not been told there is a problem, there is not one, but we understand that you sometimes like to have additional feedback. Your understanding of the module is formally assessed through the research proposal (jointly with Organizational Research), but in borderline cases the quantity and quality of contributions on the VLE may be taken into consideration.

Tutor facilitating will tend to have the f

Conferencing topics and related reading

Week 1 or Topic 1 'Problem definition'- Research process 1: Defining the problem

Most ideas for research in Organizational Psychology and Human Resource Management start with an interest in a topic area or the observation of a work related problem. The first step in the research process involves refining initial research ideas to produce a clear and precise research question.

After identifying a topic area, the researcher should discuss with the group what they have observed and present a few pointers or questions to start the group discussion. The starter should also conduct a brief on-line literature search and suggest two articles which could be relevant to the topic. The group as a whole should then discuss what steps might be taken to develop a clearly defined research question that is related to this work issue or problem. The discussion should address issues such as whether preliminary exploratory research is needed to define the problem, what form the exploratory research might take, how to focus a literature search, and what problems might be encountered in carrying out preliminary research.

Reading:

- The introduction to the module, chapter 1 and the first half of chapter 2, pages 3 to 22 in the Organizational Research Subject Guide and the associated reading in the Resource Pack:
- Neuman, W.L. (2000). *Social Research Methods: Qualitative and Quantitative Approaches (4th ed.)*. Needham Heights, MA: Allyn and Bacon. Chapter 1: Science and Research. Pages 1-19.

Week 2 OA Topic 1: An introduction and levels of analysis

7 - 20 February

This topic is designed to help you find your way around the OA module. We are aware that starting a course is daunting – not least when you are presented with what may at first appear to be chaos. On the VLE there will be an electronic lecture presentation called *Organizational Analysis – An Introduction* which gives a succinct overview of the material for this course. Please have a look at this and note down any questions you may have. These questions will form the material for discussion in our first two weeks of conferencing. We will focus in particular on levels of analysis as this is something that many people have some knowledge of, but any aspect of the presentation can be discussed