

## Research Methods in Human Resource Management and Organizational Behavior (F710374)

Due to Covid 19, the education and evaluation methods may vary from the information displayed in the schedules and course details. Any changes will be communicated on Ufora.

<b>Course size</b>	<i>(nominal values; actual values may depend on programme)</i>		
<b>Credits</b> 3.0	<b>Study time</b> 90 h	<b>Contact hrs</b>	30.0 h

### Course offerings and teaching methods in academic year 2020-2021

A (semester 1)	English	Gent	online lecture	0.0 h
			guided self-study	12.5 h
			lecture	8.75 h
			seminar	8.75 h
			online seminar	0.0 h

### Lecturers in academic year 2020-2021

Van Hoye, Greet	EB23	lecturer-in-charge
-----------------	------	--------------------

### Offered in the following programmes in 2020-2021

	crdts	offering
<a href="#">Master of Science in Teaching in Economics (main subject Business Administration)</a>	3	A
<a href="#">Master of Science in Business Administration (main subject HRM and Organizational Management)</a>	3	A
<a href="#">Exchange programme in Economics and Business Administration</a>	3	A

### Teaching languages

English

### Keywords

Research methods, research in human resource management (HRM) and organizational behavior (OB), evidence-based HRM

### Position of the course

This course has the objective to have students acquire advanced knowledge, understanding, and skills on social-scientific research methods as they are applied in the domain of human resource management (HRM) and organizational behavior (OB). This involves building on the competences gained through the various Research Methods courses from the Bachelor's Programme. Within the framework of evidence-based HRM, the focus is on being able to judge the design and results of research with respect to quality and usefulness.

### Contents

1. Introduction to research in HRM and OB
2. Evidence-based HRM
3. Design of research in HRM and OB
4. Critical evaluation of research in HRM and OB
5. Qualitative research in HRM and OB
6. Quantitative research in HRM and OB

### Initial competences

This course builds on the final competences of the courses "Statistics for Business I", "Statistics for Business II", "Research Methods for Business I", "Research Methods for Business II" and "Bachelor Project". A good basic knowledge of research methods (e.g., searching for and understanding scientific articles) and data-analysis (e.g., regression analysis) is absolutely required.

### Final competences

- 1 Understand the need for evidence-based HRM
- 2 Critically evaluate the contribution of research in HRM and OB
- 3 Critically evaluate the design of research in HRM and OB
- 4 Interpret the results of research in HRM and OB
- 5 Critically evaluate the usefulness of research in HRM and OB for addressing problems and challenges in the work field

**Conditions for credit contract**

Access to this course unit via a credit contract is determined after successful competences assessment

**Conditions for exam contract**

This course unit cannot be taken via an exam contract

**Teaching methods**

Guided self-study, lecture, seminar, online lecture, online seminar

**Extra information on the teaching methods**

This course requires active preparation and participation during classes. Given the focus on understanding and application, the theoretical concepts are applied on scientific articles that need to be read independently prior to class.

**Learning materials and price**

Slides and reader, freely available on Ufora

**References****Course content-related study coaching**

Interactive support through Ufora, opportunity for questions and feedback during class

**Evaluation methods**

end-of-term evaluation

**Examination methods in case of periodic evaluation during the first examination period**

Written examination with open questions

**Examination methods in case of periodic evaluation during the second examination period**

Written examination with open questions

**Examination methods in case of permanent evaluation****Possibilities of retake in case of permanent evaluation**

not applicable

**Extra information on the examination methods**

For international students, please take into account that the second chance exam is organized in the period between mid August and early September.

**Calculation of the examination mark**