

## MODULE DESCRIPTOR

<b>MODULE TITLE</b>	Management Learning and Research		
<b>MODULE CODE</b>	MD4002 (L7)	<b>CREDIT VALUE</b>	20 CREDITS/ 10 ECTS
<b>SCHOOL</b>	SCHOOL OF BUSINESS AND MANAGEMENT		

### MODULE AIMS

The module aims to develop student skills in postgraduate study, research and writing for academic work, and to equip them to plan and conduct a research project leading to the production of a masters level dissertation. The module also aims to encourage critical thinking and reflection to support the programme of study and to appreciate how it can feed into management learning and practice in the workplace.

### MODULE CONTENT

The first section of the module will cover more advanced practical information skills as well as knowledge and approaches necessary for postgraduate study. The module will cover using library resources, academic writing, critical thinking and reasoning, and synthesis. Theories of knowledge, learning and personality will be addressed alongside the nature and practice of critical reflection as a student and a practitioner.

The second section will address the purpose of research and its value for managers, the nature of a dissertation; its objectives, processes, procedures. The key sections of this part will cover philosophical approaches to management knowledge and research, methodologies and design, data collection and analysis strategies, approaches to writing and presentation of research.

### INTENDED LEARNING OUTCOMES

On successful completion of this module a student will be able to:

1. Critically evaluate ways in which managers learn
2. Understand philosophical issues regarding the nature of knowledge and research and an understanding of methodological approaches
3. Plan a realizable programme of research
4. Demonstrate a range of skills and abilities relevant to the research project they will undertake for their final year dissertation

### TEACHING METHODS

The module is split into two six week blocks of delivery across the year. The first block will focus on developing the students' ability to critique and evaluate academic work, allowing them to write a critical literature review on a theme of their choice. We would encourage students to choose a theme that they will subsequently take forward in their dissertation work. This block will also examine the processes of critical reflection, linking it to an understanding of differing learning styles and the process of reflective learning in professional and management practice.

The second block of delivery will focus on the research process examining the methodology and methods choices that the students could make in order to develop a masters dissertation. The block will follow the broad logic of a research programme: an appraisal of research philosophy; research design and methodological choices; data collection and analysis methods; and writing up.

The class contact time will be used flexibly. Some sessions will take the form of lectures, supplemented with guided reading and web-based resources. Theoretical and practical issues will be explored using

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appropriate materials including a range of conceptual frameworks, case studies and examples drawn from academic research projects. Other sessions will involve group work and the sharing of management and learning experiences amongst the students. This may also involve the use of diagnostic tools to help students understand their preferred learning and working styles, thereby encouraging a reflective approach to their learning.

The independent learning time of the students will be primarily geared towards producing the assignments, though we will encourage them to use time in the workplace to reflect on their experiences and develop appropriate learning logs or diaries. The assignments are designed to be interlinked with the literature review forming the foundation for the subsequent research plan, and the reflective assignment underpinning both. All assignments require the students to engage with the academic literature and to relate it explicitly to their workplace and management experiences.

The module will develop reflective skills in the students and will also contribute to their future independent learning. The module also helps prepare them for their dissertation research, but will also be useful for any applied research they may be called upon to do at work.

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## **ASSESSMENT METHODS**

This module is assessed through a Literature Review and a Research Proposal.