

Transfer of HR policies, practices and cultural differences from European companies to their Nigerian Subsidiaries

outline the topic area, aim and research objectives

there is a clear rationale (theoretical and organizational)

The research objectives are pitched at the right level (they move beyond the purely descriptive, they seek to explore and explain)

Your methods are appropriate to your objectives and will allow you to answer them

That your design is ethically sound

What is the aim of the study? (There should only be 1 Aim)

What are the objectives of your study? (3 or 4 objectives that are SMART - Specific; Measurable; Achievable; Relevant; Timed). 3. The research objectives are pitched at the right level (they move beyond the purely descriptive, they seek to explore and explain). 1. The objectives must state steps you are going to take to answer your research questions, or a specific list of tasks needed to accomplish the goals of the project, Emphasize how the aim is to be accomplished, Must be highly focused and feasible, Describe clear outcomes, Make accurate use of concepts and be sensible and precisely described, Usually numbered so that each objective reads as an 'individual' statement to convey your intentions

What is the aim of the study? (There should only be 1 Aim)

What are the objectives of your study? (3 or 4 objectives that are SMART - Specific; Measurable; Achievable; Relevant; Timed)

1. The steps you are going to take to answer your research questions, or a specific list of tasks needed to accomplish the goals of the project
2. Emphasize how the aim is to be accomplished
3. Must be highly focused and feasible
4. Describe clear outcomes
5. Make accurate use of concepts and be sensible and precisely described
6. Usually numbered so that each objective reads as an 'individual' statement to convey your intentions

Usually, three or four in number for your Independent Study

What is the rationale (both theoretical and organizational) for your study? (*Approximately 500 words*)
Approximately 500 words which introduces the reader to the theoretical and organizational context within which the research is going to take place. It needs to explain WHY the research is necessary. Important material to cover includes the key theoretical framework(s) you are using, definitions of all key

terms and important features of the organisational context. Why will other people be interested? Why is it of interest to you?

Brief review of relevant literature (Approximately 1000-1500 words) with a minimum of 6 key publications cited. (Critically evaluate recent and relevant research that has addressed similar issues to those covered in your objectives)

This should be between 1,000-1,500 words (max) which CRITICALLY reviews key, recent RESEARCH in the area. The focus is on examining research which has looked at the same theoretical framework(s) you are using and on similar problems to you and NOT on describing the contents of textbooks.

Provide a concise outline of research methodology, including justification for choices. Please ensure each subsection is completed. (Approximately 500 words)

Research Strategy

For example:

Is the research applied (specific or general) or theoretical?

Is the research completely new, a new application of existing research, a new insight into existing research, or a meta-analysis?

What academic disciplines are involved?

Is it qualitative, quantitative, or both?

Is it multi method, mono method, or mixed method

9.2 Research Design

For example:

What data will you collect?

How will you collect it?

When do you intend to collect it?

Where do you intend to collect it?

From whom?

Be sure to apply the correct technique and analyse your data to the correct depth. It is helpful to include a brief description of what you expect the final thesis to look like in terms of structure and the content of each chapter.

Project Plan – a Gantt chart showing the major activities you need to undertake to hand your dissertation on time. A minimum of 10-15 activities is expected for the plan to reasonably reflect what you need to do to complete your dissertation

. Reflective Statement - Reflect on the process of undertaking a significant piece of independent research using the ideas and concepts from the course and plan for your future development. (1,000-1,500 words).

Reflect on your experiences of preparing for a significant piece of independent research. For example:

- How did you prepare for this?
- What challenges or obstacles did you face and how did you/do you intend to overcome these?
- What help/resources do you need to complete your research?
- What development needs have you identified and how can these be addressed?