

# Master's Level 7 Dissertation Guidelines

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# Decision Guide

| Method                         | Data Type           | Primary Skill | Best For HR Topics    |
|--------------------------------|---------------------|---------------|-----------------------|
| Systematic Literature Review   | Qualitative         | Synthesis     | Broad HR frameworks   |
| Meta-Analysis                  | Quantitative        | Statistics    | Effect relationships  |
| Content Analysis               | Qualitative / Mixed | Coding        | Policy & discourse    |
| Secondary Statistical Analysis | Quantitative        | Data analysis | HR metrics & outcomes |

# HR Examples by Methodology

## 1. Systematic Literature Review (HR Examples)

SLRs are ideal when the aim is to understand the state of knowledge, identify patterns, gaps, and dominant frameworks, and clarify what is known vs. what remains under-researched in HR.

### Example HR Topics

- Drivers of **employee engagement** in remote and hybrid work
- Evolution of **talent management strategies** in multinational organisations
- Effectiveness of **performance appraisal systems** in modern organisations
- HR practices supporting **employee wellbeing**
- Leadership styles and their influence on **HR outcomes**

### What counts as secondary data here

- Peer-reviewed journal articles
- Academic books and book chapters
- Conference papers
- Authoritative reports (e.g. ILO, CIPD, OECD)



# HR Examples by Methodology

## 2. Meta-Analysis (HR Examples)

Meta-analysis is used when there is substantial quantitative research, but findings are inconsistent or vary in strength. Best when your topic involves measurable relationships and quantitative outcomes.

### Example HR Topics

- Relationship between job satisfaction and employee performance
- Impact of leadership style on employee engagement
- Effectiveness of training and development programmes
- Work-life balance and its effect on turnover intentions

### What counts as secondary data here

Quantitative empirical studies that report:

- Correlations
- Means and standard deviations
- Regression coefficients
- Sample sizes



# HR Examples by Methodology

## 3. Content Analysis (HR Examples)

Content analysis is ideal when your interest is how HR issues are framed, communicated, and prioritised, rather than outcomes.

It focuses on language, themes, and organisational intent.

Best for policy, document, and discourse-based HR research.

### Example HR Topics

- Analysis of diversity and inclusion policies in large organisations
- How employee wellbeing is framed in organisational HR policies
- Representation of mental health in HR strategies
- Employer branding language in recruitment materials
- How remote work policies address employee autonomy and control

### What counts as secondary data here

- Organisational HR policies
- Employee handbooks
- Diversity & inclusion statements
- Wellbeing frameworks
- Recruitment and employer branding content
- Professional guidelines (e.g. CIPD)



# HR Examples by Methodology

## 4. Secondary Statistical Analysis (HR Examples)

This method supports analytical, data-driven HR research. Best when you want numbers, patterns, and relationships, but without collecting data yourself.

### Example HR Topics

- Predictors of employee turnover using existing survey data
- Analysis of employee engagement survey results
- Gender pay gap analysis using national labour datasets
- Absenteeism trends across industries
- Relationship between job autonomy and performance

### What counts as secondary data here

- Existing HR survey datasets
- Labour force surveys
- National employment statistics
- Organisational HR analytics datasets (if available)

