

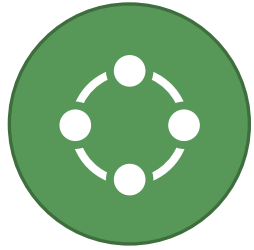
# Presenting Research Assignment

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MASTER OF SCIENCE  
STRATEGIC HUMAN RESOURCES  
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JANUARY 29, 2023  
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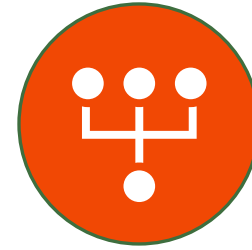
# Five Studies



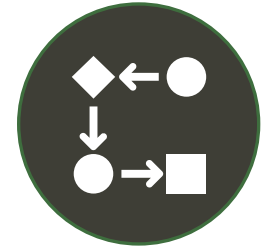
General Characteristics  
& Overall Purpose



Description of Study  
Population/Sample

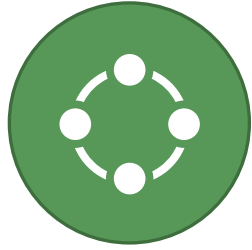


Research  
Design



Implications of the  
Research

# Learning through work and structured learning and development systems in complex adaptive organizations: ongoing disconnections



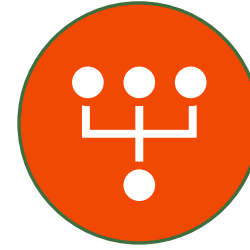
## General Characteristics & Overall Purpose

- Investigation of work experiences and learning in a variety of complex adaptive organizations



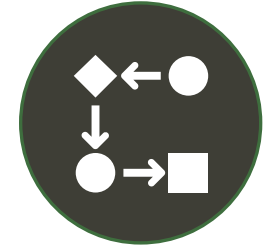
## Description of Study Population/Sample

- Interview-based study of professionals in Australia



## Research Design

- Study uses complex adaptive systems theory to examine how organizational complexity influences professionals' experiences of work and learning



## Implications of the Research

- Suggests a shift away from structure and measurement
- Suggests a shift toward the interplay of organizational complexity, fluidity of work, and work-based learning experiences

# Using Creative Techniques in Leadership Learning and Development: An Introduction



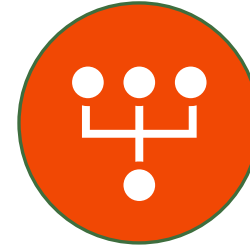
## General Characteristics & Overall Purpose

- Investigation into the impact of innovative and unusual approaches to leadership development programs in organizations



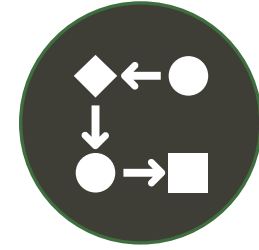
## Description of Study Population/Sample

- Human resource development professionals seeking to identify key considerations in selecting effective leadership learning opportunities



## Research Design

- Critical review of current techniques and how they are being used in the practical environment of management development



## Implications of the Research

- This critical review will help HR professionals identify key aspects when commissioning leadership learning and development
- Sets the basis for further empirical research

# The Role of HR in Leadership Development



## General Characteristics & Overall Purpose

- Examination of the role of HR in leadership development



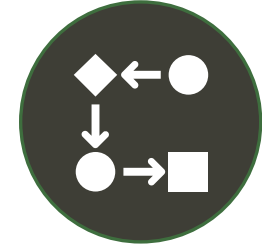
## Description of Study Population/Sample

- Qualitative study based on the case of an Indian engineering family-owned organization undergoing people, process, and technology transformation
- 14 middle-management employees



## Research Design

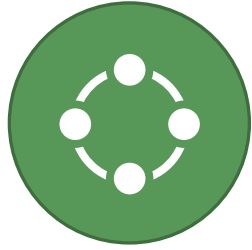
- In-person and telephone semi-structured interviews conducted for 30-45 minutes
- Common themes were generated



## Implications of the Research

- Evolving role of HR is moving from transactional to strategic
- Results indicate an opportunity for HR professionals to rethink their contribution to leadership development

# Professional Learning in Human Resource Management: Problematizing the Teaching of Reflective Practice



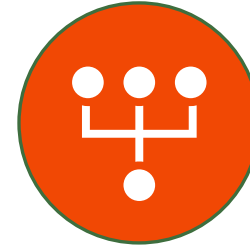
## General Characteristics & Overall Purpose

- Examination of reflective learning within the context of the professional education of HR managers
- Development of critical dialogue about professional reflective practice



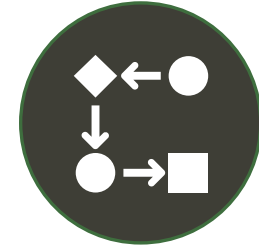
## Description of Study Population/Sample

- Ongoing collaborative research across three universities
- Team of three researchers who teach and assess reflective learning within their respective universities



## Research Design

- Three-stage design
- Explored curriculum, student surveys and round-table discussions



## Implications of the Research

- Study sets the benchmark knowledge and skills needed for HR practice
- Aligns reflective learning toward the more instrumental end of the learning continuum

# Workplace Learning in the IT Sector: Building a Case for Investment



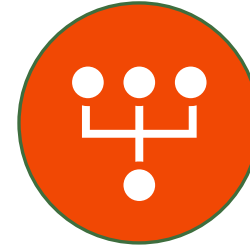
## General Characteristics & Overall Purpose

- An attempt to establish cause and effect between an individual's motivation to learn, workplace learning and the in-role job performance of IT professionals



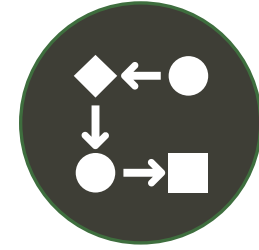
## Description of Study Population/Sample

- Descriptive design, with a convenience sample of 531 respondents



## Research Design

- Uses Sobel's test to test for the mediating effect of workplace learning on an individual's motivation to learn and in-role job performance



## Implications of the Research

- Workplace learning interventions significantly impact the relation between an individual's motivation to learn and in-role performance