RESEARCH GUIDE

by John Bratton and Jeff Gold

Contents

MGT 200 HUMAN RESOURCE MANAGEMENT
A GUIDE TO READING *HRM: A CRITICAL APPROACH*

2022-2023

An active approach to reading *HRM: A Critical Approach*

Developed by an American education philosopher Francis Robinson, **SQ3R** is a reading technique that will help you comprehend the material in *HRM: A Critical Approach*. **SQ3R** has five steps: **S**urvey, **Q**uestion, **R**ead, Recall, and **R**eview.

1. Step 1: **Survey** or scan a chapter before you read it. Note the headings, sub-headings, figures, tables, images and captions, summary paragraphs, and reflective questions. This survey step typically will only take you 5 minutes, but it provides an outline for what will be presented.

2. Step 2: **Questions** should be generated about the content of the chapter. The reflective questions embedded in each chapter are designed to help you do this. Another way to formulate questions is to convert headings or sub-headings into questions, and then look for answers in the content of the text. For example, the heading 'The Employment Relationship' can be converted to: *'Why is the employment relationship important in HRM?'* Other more general questions may be formulated from the review questions at the end of the chapter.

3. Step 3: **Read** the chapter using the preliminary work done in steps 1 & 2 to begin reading purposefully. nThis means actively reading in order to answer the questions raised in step 2. Passive reading, in contrast, is reading without engaging with the chapter material.

4. Step 4: **Recall** from memory what you have learned in the same manner as telling someone else about the chapter content. It is important that you use your own words in order to formulate and internalize the material. Try recalling key points and answers to questions from Step 2. The recall step may be done either in an oral or written format.

5. Step 5: **Review** the chapter learning objectives and then the relevant material by repeating back to yourself what the point of each section is using your own words. Ask yourself, *'Have I achieved the learning outcomes?'* You may then repeat the process on the second set of learning outcomes or questions.

Further reading:

Aziz, I. N. (2020). Implementation of SQ3R Method in Improving the Students' Basic Reading Skill. *EDUCATIO: Journal of Education*, *5*(1), 97-106.

Jairam, D., Kiewra, K. A., Rogers-Kasson, S., Patterson-Hazley, M., & Marxhausen, K. (2014). SOAR versus SQ3R: a test of two study systems. *Instructional Science*, *42*(3), 409-420.

Robinson, F. (1978). *Effective Study*. New York: Harper & Row.

John Bratton   August 2021

Some useful academic journals

Gender and Management

Gender, Work and Organization

Human Resource Management Journal

International Journal of Human Resource Management
Human Resource Management Review
International Journal of Management Review
Industrial Relations Journal.
Industrial and Labor Relations Review

British Journal of Employment Relations.

Work, Employment and Society.
New technology, Work and Employment
Human Resource Development International.
Human Resource Development Quarterly
Harvard Business Review

Some Useful Web Sites

[The CIPD](#) (UK HR professional Body)
[People Management](#)
[Society for HRM](#)
[The Academy of Human Resource Development](#)
[The Economist](#)

Some Newspaper Web Sites

UK:

The Financial Times
[The Financial Times](#)
The Guardian
https://www.theguardian.com/uk

Australia:

The Australian (if you search for the term 'workplace' several articles come up, e.g.
https://www.theaustralian.com.au/news/latest-news/worker-board-reps-to-boost-harmony-union/news-story/d2bb770b43eb227407d778425fe2317d
https://www.theaustralian.com.au/news/latest-news/proposals-to-boost-australian-work-harmony/news-story/2bd3099219a064d1c5a3c1b801ca2c44

The Age
https://www.theage.com.au/national/women-are-making-themselves-at-home-in-the-workforce-20191202-p53fyf.html
https://www.theage.com.au/business/companies/its-all-fake-beauty-giant-mecca-facing-bullying-claims-20191117-p539q4.html (via another article)

The Sydney Morning Herald, e.g.
https://www.smh.com.au/national/queensland/construction-company-allowed-to-discriminate-based-on-sex-20191125-p53dxg.html
https://www.smh.com.au/national/western-australia/draft-wa-workplace-safety-laws-don-t-go-far-enough-20191128-p53f7r.html

CIPD equivalent: https://www.ahri.com.au/

New Zealand:

The New Zealand Herald, e.g.
https://www.nzherald.co.nz/nz/news/article.cfm?c_id=1&objectid=12288467
https://www.nzherald.co.nz/job-market/news/article.cfm?c_id=1504480&objectid=12227871

Singapore:

The Straits Times, e.g.
https://www.straitstimes.com/singapore/mom-to-step-up-measures-as-worksite-deaths-surge
https://www.straitstimes.com/singapore/manpower/technology-workplace-redesign-help-firms-clinch-ntuc-safety-awards

India:

The Times of India, e.g.
https://timesofindia.indiatimes.com/business/india-business/indian-flexi-workforce-rises-to-3-3-mn-in-2018-from-1-2-mn-in-2015-report/articleshow/69842556.cms

Sweden:

The Local, e.g.
https://www.thelocal.se/20191117/swedens-flat-hierarchies-myth-or-reality-akademikernas-akassa-tlccu

Netherlands:

NL Times, e.g.
https://nltimes.nl/2019/12/04/majority-support-womens-quota-business-leadership

Dutch News, e.g.
https://www.dutchnews.nl/news/2019/12/a-quota-for-women-on-supervisory-boards-a-round-up-of-reactions/

China:

China Daily, e.g.

https://www.chinadailyhk.com/articles/208/122/242/1564546726572.html?newsId=90545

Middle East:

Arab News, e.g.
https://www.arabnews.com/node/1531396/saudi-arabia
+ a South African example: https://www.arabnews.com/node/1584601/business-economy
+ an Indian example: https://www.arabnews.com/node/1534551/world

Al-Jazeera, e.g.
https://www.aljazeera.com/indepth/features/2013/05/201352371226306130.html

The National, e.g.
https://www.thenational.ae/business/comment/how-workplace-culture-can-increase-employee-engagement-1.931980

Denmark:

Copenhagen Post Online, e.g.
http://cphpost.dk/news/business/danish-employees-at-ease-with-feedback-and-under-less-pressure-than-peers.html

The Local, e.g.
https://www.thelocal.dk/20191118/danish-government-promised-1000-new-nurses-but-health-service-has-lost-500

Norway:

The Local, e.g.
https://www.thelocal.no/20191205/sas-pays-price-for-pilot-strikes-with-worst-results-in-five-years