

COLBOURNE COLLEGE

RESEARCH ASSIGNMENT TOPIC SUBMISSION FORM

Your Last name	Gray
Your First name(s)	Sharon
Unit Number & Name	Unit 16 - Research Methods for Strategic Managers and Leaders
Your email address	(with-held)
Topic outline	Strategic Human Resources Management: Using SHRM for Competitive Advantage In Law Firm Business Practices in Jamaica.
Research Objectives	<ol style="list-style-type: none"> 1. Review the functions and factors of Strategic Human Resource Management (SHRM). 2. Look at the Effectiveness of SHRM on Law Practices in Jamaica. 3. Have managers, leaders and employees improve their performance and gain competitive advantage.
Academic Area of interest (eg Marketing, Human Resource Management etc)	Strategic Leadership (SL); Strategic Management (SM); and Strategic Human Resource Management (SHRM)
The general context to the study (eg the industry it relates to, or a company of interest)	This is an examination of Strategic Human Resource Management (SHRM) functions and how managers and leaders in law practices in Jamaica can use these functions to improve themselves and their employees for competitive advantages.
Key authorities in this area (eg authors names or industry bodies)	Henry Mintzberg, Michael E. Porter, Thomas L. Wheelen - Strategic Management; Catherine Truss, David Mankin, Clare Kelliher; - John Adair, Bert Cannella, Stephanie S. Mead and Steven J. Stowell - SHRM; Frederick P. Morgeson, Ph.D., Charles R. Greer, John Bratton and Brian E. Becker, Michael Armstrong among others.
Likely ethical considerations	<p>Due to the interdisciplinary nature of many types of research and the use of some research projects it is required that an ethical review be done through the Ethics Committee of the institution of persons conducting research.</p> <p>Resnik (2015) purports that ethics is norms for conduct that distinguishes between acceptable and unacceptable behaviour. He says that there are several reasons why it is important to adhere to ethical norms in research:</p> <ol style="list-style-type: none"> 1st - ethics promote the aims of research, which prohibits fabricating, falsifying, or misrepresenting research data; 2nd - standards promote the values that are essential to collaborative work, such as trust, accountability, mutual respect and fairness; 3rd - ethical norms help to ensure that researchers can be held accountable to the public; 4th - ethical norms in research also help to build public support for research; 5th - the norms of research promote a variety of other important moral and social values. <p>Therefore the likely ethical considerations taken into view for the collection of information will include:</p> <ol style="list-style-type: none"> 1. Disclosing the nature of the research to each individual/organization interviewed and the plans of how the information will be used in the research; 2. Schedule appointments for interviews and brief the interviewees prior to the interviewing session to ensure that they are prepared to provide the relevant and factual information; 3. The research will be fairly conducted through collecting various opinions on the topic so as not to skew the results to the opinion of the researcher; 4. The results will accurately represent the information collected – interview responses and survey/observation results will not be discussed without providing the proper content, information or reason for the research. <p>Reference:</p> <ol style="list-style-type: none"> 1. Resnik, D. (2015). <i>What is Ethics in Research & Why is it Important?</i> [online] Niehs.nih.gov. Available at: http://www.niehs.nih.gov/research/resources/bioethics/whatis/ [Accessed 07. February 2017].
Likely participants (who you may interview or send questionnaires to) This should include their job titles, but NOT their names.	Lawyers Paralegals & Legal Secretaries Human Resource Management Professionals Operations Managers

If this is an update to your previous topic submission please state (in the box below) why you would like to change it and any likely implications on ethics this may have.