

Research Methods in Human Resource Management and Organizational Behavior (F710374)

Course size *(nominal values; actual values may depend on programme)*

Credits 3.0

Study time 90 h

Course offerings and teaching methods in academic year 2026-2027

A (semester 1)

English

Gent

seminar

independent work

lecture

Lecturers in academic year 2026-2027

Van Hoya, Greet

EB23

lecturer-in-charge

Offered in the following programmes in 2026-2027

crdts

offering

Master of Science in Business Administration (main subject HRM and Organizational Management)

3

A

Exchange programme in Economics and Business Administration

3

A

Teaching languages

English

Keywords

Research methods, research in human resource management (HRM) and organizational behavior (OB), evidence-based HRM

Position of the course

This course has the objective to have students acquire advanced knowledge, understanding, and skills on social-scientific research methods as they are applied in the domain of human resource management (HRM) and organizational behavior (OB). This involves building on the competences gained through the various Research Methods courses from the Bachelor's Programme. Within the framework of evidence-based HRM, the focus is on being able to judge the design and results of research with respect to quality and usefulness.

Contents

1. Introduction to research in HRM and OB
2. Evidence-based HRM
3. Design of research in HRM and OB
4. Critical evaluation of research in HRM and OB
5. Qualitative research in HRM and OB
6. Quantitative research in HRM and OB

Initial competences

This course builds on the final competences of the courses "Statistics for Business I", "Statistics for Business II", "Research Methods for Business I", "Research Methods for Business II" and "Bachelor Project". A good basic knowledge of research methods (e.g., searching for and understanding scientific articles) and data-analysis (e.g., regression analysis) is absolutely required, also for international students.

Final competences

- 1 Understand the need for evidence-based HRM
- 2 Critically evaluate the contribution of research in HRM and OB
- 3 Critically evaluate the design of research in HRM and OB
- 4 Interpret the results of research in HRM and OB
- 5 Critically evaluate the usefulness of research in HRM and OB for addressing

problems and challenges in the work field

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Seminar, Lecture, Independent work

Extra information on the teaching methods

This course requires active preparation and participation during classes. Given the focus on understanding and application, the theoretical concepts are applied on scientific articles that need to be read independently prior to class.

Study material

Type: Slides

Name: Slides classes

Indicative price: Free or paid by faculty

Optional: no

Language : English

Available on Ufora : Yes

Type: Reader

Name: Reader of scientific articles

Indicative price: Free or paid by faculty

Optional: no

Language : English

Available on Ufora : Yes

References

Course content-related study coaching

Interactive support through Ufora, opportunity for questions and feedback during class

Assessment moments

end-of-term assessment

Examination methods in case of periodic assessment during the first examination period

Written assessment with open-ended questions

Examination methods in case of periodic assessment during the second examination period

Written assessment with open-ended questions

Examination methods in case of permanent assessment

Possibilities of retake in case of permanent assessment

not applicable

Extra information on the examination methods

For international students, please take into account that the second chance exam is organized in the period between mid August and early September.

Calculation of the examination mark