

Keynote Speech delivered by:

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Human Resource Management Research (HRMR) and Bachelor's Degree

HRMR is a detailed study of a certain aspect of the subject of Human Resource Management (HRM). It involves collecting and analysing facts and information with the purpose of gaining new knowledge or new understanding with regard to what is being researched in HRM. It is indeed an intensive activity and it is usually based on the work of other researchers aiming at generating new ideas to pursue and questions to answer. HRMR is a systematic activity to find answers for specific questions in relation to a particular HRM problem that has been specified lucidly. Five reasons to indicate the importance of conducting HRMR are: To find out the truth that is hidden or which has not yet been discovered in relation to aspects of HRM; To expand the existing body of knowledge of HRM; To understand the basic everyday phenomena which need to be handled in managing people at work in an organisation; To provide a good basis for right HRM decision making; and To generate empirical support to a theory of HRM.

A HRMR can be done in the way that is quantitative, qualitative, or mixed. Two major types of HRMR are applied and basic. An applied research (alternatively called action research) focuses on immediate problems being faced by a particular organisation or organisations. A basic research (alternatively called fundamental or pure research) focuses on an issue, which attempts to fill a gap in theory. Purpose of an applied research is to solve a current problem being faced by a particular organization. Purpose of a basic research is to make a significant addition to the existing body of knowledge in a particular area of interest to the researcher. An applied research arises frequently from a business need of the organisation. A basic research arises frequently from an individual need of the researcher. The results of applied research will be used immediately to solve the problem. The results of basic research will be or may be used in future not for a particular immediate problem.

Why do we need to do research at Bachelor's Degree level? There are several reasons and some of which are (1) one difference between a general degree and a special degree (may be called alternatively as honours degree) is a research; (2) to prepare students for research based postgraduate studies; (3) to develop skills in researching through an independent study; (4) to develop potential of working as a HRM Analyst, Predictive HRM Executive or a HRM Research Executive; and (5) to become a manager who can

understand the published research and apply relevant important findings and implications to solve problems in HRM or enhance HRM phenomenon, and can assist in relating to hired researcher or consultant more effectively or to share information that is relevant with the researcher or consultant more effectively.

Why do we need to hold an Undergraduate Research Day? There are six major reasons, i.e. to make undergraduates adept in presenting, justifying, and improving their research works; to promote doing research within future undergraduates; to make academics who serve as research supervisors more serious and engaged; to establish an undergraduate research culture within the Faculty; to make the relevant students ascertain the importance of researching; and to make research work visible.

I really appreciate the effort, time, and concern of Dr. Denoka Perera, the Head of the Department, Dr. Padmini Jayesekara , Dr. N.W.K.D.K. Dayarathna, relevant academics and students.

May a very successful future reach you!

Thank you indeed.