

Full dissertation: Master of Commerce in Industrial and Organisational Psychology (98580)

RESEARCH PROPOSAL GUIDE

As part of your application for the above qualification, you are required to write and submit a clear and concise RESEARCH OUTLINE.

Before you start writing the RESEARCH OUTLINE, make sure that you have thoroughly perused the Industrial and Organisational (IO) Psychology department's Research Focus Areas. The Department has 13 Research Focus Areas, each with a unique research subject focus and scope. You can access the Research Focus Areas on the departmental [website](#). Reading through each Research Focus Area will help you choose a topic and write a research outline that aligns with the research expertise and research focus of the IO Psychology department.

Follow the guidelines below to ensure that you submit a RESEARCH OUTLINE that will support your application and enhance your chances of admission and securing a research supervisor.

LENGTH & FORMAT OF THE PROPOSAL

The research outline should not exceed 5 pages typed A4 pages in length. For technical writing style:

- Do not indent – set whole page justified.
- Font Arial 11, spacing 1.5.
- Use APA 7 referencing style. For guideline see <https://www.scribbr.com/category/apa-style/>

SECTION A

1. Front page

- Provide your name and contact information.
- Specify the name of the degree you are applying for.
- Indicate the relevant **Research Focus Area** to which the research outline applies.

<p>2. Research problem</p>	<p>Identify what is lacking in the literature or practice of IO Psychology, as well as a minimum of two (2) manifestations of the problem. Convince the reader that such a problem exists within IO Psychology, that it is worth investigating, that IO Psychology will benefit from this investigation, and that the problem is solvable.</p> <p>Present clear research questions based on the title and topic and explain how these are relevant to the Research Focus Area that you have chosen.</p>
<p>3. Aims</p>	<p>Formulate research aims based on the research problem and question. Ensure that the line of reasoning flows from the background, through the problem statement, into the aims. For example:</p> <p style="padding-left: 40px;">“The general aim of this research is to...” (formulated congruent to the title/question)</p> <p style="padding-left: 40px;">“The specific literature aims are...”</p> <p style="padding-left: 40px;">“The specific empirical aims are...”</p>
<p>4. Paradigm perspective</p>	<p>Provide a brief explanation on your <i>assumptions</i> regarding truth and knowledge creation and identify the related research paradigm. This will be your <i>ontological</i> (is knowledge real or relative?) and <i>epistemological</i> (is research objective or subjective?) assumptions guiding the proposed research. Broadly, research is directed by either a positivist paradigm (realist and objective) or an interpretive paradigm (relative and subjective).</p> <p>State whether your research will be qualitative, quantitative, or mixed method based on your assumptions and paradigm about how human behaviour could be explained.</p>
<p>5. Literature review</p>	<p>Identify and briefly define the main psychological constructs/ variables that are relevant to your intended study</p>
<p>6. Research design</p>	<p>Provide a brief explanation of the research design you propose. Your research design will include either a quantitative or qualitative strategy and the research methods relevant to your chosen strategy. Motivate your choice by citing literature.</p> <ul style="list-style-type: none"> ➤ If you intend to follow a quantitative research strategy describe your choice of: <ul style="list-style-type: none"> • Research participants – Target population, sampling frame and procedure, sample size and biographical details of intended participants. • Measuring instruments, research procedure and statistical analysis ➤ If you follow a qualitative research strategy describe your choice of: <ul style="list-style-type: none"> • Research setting - explain how the research setting will be accessed and who the gatekeepers are.

	<ul style="list-style-type: none"> • Sampling strategy – who will be your participants and why. What sampling procedure you will use. • Data collection method • Data analysis – which data analysis method will be used.
7. Ethical considerations	Briefly explain how you intend to obtain informed consent from the participants and (if relevant) permission from the management of the relevant organisation.
8. Potential value of the study	Briefly motivate what value will the study add to the theory and practice of IO Psychology.
9. Reference list	Follow the APA 7 th edition guidelines. All the references used in your research proposal must be listed in a separate reference list.