Research led teaching/research skills development, moving towards critical thinking: an example from human resource management

Dr Susan Mayson
Department of Management

For academics.....

• "University teaching is a scholarly activity that draws on extensive professional skills and practices and high levels of disciplinary and contextual expertise" (Devlin & Samarawickrema, 2010:111.

For students learning is about discovery


Research-Led Teaching focuses on student learning through discovery

• It has many dimensions....
  – Research-active staff;
  – Research-enhanced teaching and learning;
  – Research-aligned teaching
  – Teaching-led research.

Why?

• Students operate and will continue to operate in a "super-complex" world.
  – They require skills to produce new knowledge rather than rely on past knowledge
• Monash want us to produce:
  “Critical and creative scholars who:
  > Produce innovative solutions to problems
  > Apply research skills to a range of challenges
  > Communicate perceptively and effectively”

Research Skills Development

Six Facets of Inquiry
1. Determine a need for knowledge
2. Find/generate information
3. Critically evaluate information/data
4. Organise information
5. Synthesise and analyse
6. Communicate knowledge

Six Facets of Affect
1. Curious
2. Determined
3. Critical
4. Organised
5. Creative
6. Persuasive
Critical thinking dispositions

- Truth seeking
- Open minded
- Inquisitive
- Systematic
- Analytical

Falcone, 2009 cited in Neesham, 2010

Student responses……..

- “The required reading/literature review task where we summarised and referenced journal articles was extremely helpful in all of the major assignments, group assignment and exam preparation”
- “My ability to go through the steps of summarising a research paper has allowed me to understand the context [of HRM] more”
- “The format of how to critically analyse a journal article has helped”

Guided reading assignment

- I wanted to help students…..
  - Become “curious” about HRM (as opposed to resigned learners)
  - Avoid over-reliance on topic content delivered in lectures
  - Develop their own knowledge and understanding of the subject (as opposed to remembering “stuff”)
  - Give them skills to do the above through planning my assessment tasks

RSD in Human Resource Management:
Guided Reading Assignment & Critical Essay:

- Determine need for inquiry
  - Curious, determined
  - Truth seeking, inquisitive
- Find and generate information
  - Determined, critical
  - Truth seeking, open minded, organised
- Critically evaluate
  - Critical, persuasive
  - Truth seeking, analytical
- Organise, synthesise and analyse
  - Organised
  - Systematic, analytical
- Communicate
  - Persuasive, creative
  - Organised, systematic

Reference:  http://www.brockport.edu/sociology/journal.html accessed 26 February 2009 11.10am
Selected References