

## **Topic 4. Scientific Research Work**

### **1. Research work: purpose, concept, objectives, methods, relevant areas of research**

I would like to say a few words about my investigation. The subject of my investigation is the process of assessing the professional competencies of the human resources department.

The success of the completion of the thesis greatly depends on the chosen research methods, because they help to achieve the necessary purpose.

The purpose of my theses is to improve the process of evaluating the competence of specialists at the enterprise.

The productivity of an organization depends directly on the professional and business qualities of its employees. There is a separate level of competence for each specialist, because each profession has a different list of tasks and business qualities. Effective human resources management is, first of all, the correct, clearly built system of use of human resources of the company. Qualified personnel play a crucial role in the work of a modern company, being one of its main production assets, and for some areas of business - virtually the only one. Having the optimal number of qualified employees allows you to achieve business goals in the shortest possible time and at the lowest cost, and also helps to increase productivity.

The relevance of the study is due to the need for companies to determine the role of the employee and the level of their knowledge. For this purpose, special expert assessments are carried out, on the basis of which a decision on the career of the employees in question is made. It is necessary to assess competences not only when hiring, but also after a certain period of professional activity in order to understand how much the employee has grown as a specialist and to monitor the dynamics of the employee's professional competences.

I appreciate to work with my scientific adviser PhD in Economics Ermakova Ekaterina Vital'evna, who supervises my work. She has published about 70 scientific works and articles. She is an incredibly energetic person and is always busy delivering lectures for students. I suppose that my scientific advisor is the person, who completely fulfilled herself as a scientist. I think, that making personal contacts with people is sometimes much more important than reading papers.

### **2. Student research work and its stages**

I've been already working on my investigation for more than a year. During all this time I've been writing my theses.

Student research work typically follows several stages, each contributing to the development and completion of a research project. Here are the common stages of student research work:

1. Topic Selection: The initial stage involves choosing a research topic or area of interest. Students may explore various fields, review existing literature, consult with professors or advisors, and identify a research gap or problem they wish to address.

2. Literature Review: After selecting a topic, students conduct a thorough review of relevant literature and research studies. This involves reading and analyzing scholarly articles, books, and other sources to gain a comprehensive understanding of the existing knowledge and research in the chosen field.

3. Formulating Research Questions and Objectives: Based on the literature review, students formulate research questions or hypotheses to guide their study. They define clear objectives that outline what they aim to achieve through their research.

4. Research Design and Methodology: At this stage, students design their research study and select appropriate methodologies to collect and analyze data. They determine whether their

research will be qualitative, quantitative, or a combination of both. Students also plan their data collection methods, such as surveys, interviews, experiments, or observations.

5. **Data Collection:** This stage involves collecting data according to the chosen research design and methodology. Students administer surveys, conduct interviews, gather samples, or perform experiments to gather relevant information. They ensure proper data management and maintain ethical considerations throughout the process.

6. **Data Analysis:** Once the data is collected, students analyze it using appropriate statistical or qualitative analysis techniques. They interpret the findings and draw conclusions based on the results, addressing their research questions or hypotheses.

7. **Results and Discussion:** In this stage, students present their research findings and discuss their implications. They compare their results with existing literature and theories, identify any limitations, and suggest areas for future research.

8. **Conclusion and Recommendations:** Students summarize their research findings and provide a concise conclusion. They may also offer recommendations for further research or practical applications of their findings.

9. **Report Writing:** The final stage involves writing a comprehensive research report or thesis. Students structure their report according to the guidelines provided by their academic institution, including an introduction, literature review, methodology, results, discussion, conclusion, and references.

10. **Presentation and Defense:** In some cases, students may be required to present their research work in front of a panel or audience. They prepare a presentation highlighting the key aspects of their research and defend their findings by answering questions from the audience or evaluators.

### **3. Scientific research of master's students (goals, tasks of research, main difficulties faced by master's students, prospects for the use of research results).**

Scientific research conducted by master's students serves several important purposes and involves specific goals, tasks, challenges, and prospects for the use of research results. Here is an overview of these aspects:

- 1) **Goals of Research:** deepen knowledge and develop the research skills.
- 2) **Tasks of Research:** formulating the research questions, conducting literature review, designing the research methodology: collecting and analyzing the data.
- 3) **Main Difficulties Faced by Master's Students:**
  - **Time Management:** Balancing research work with other academic commitments and personal life can be challenging.
  - **Data Collection and Analysis:** Gathering and analyzing data effectively can pose challenges, such as access to relevant data sources, sample size limitations, or statistical analysis.
  - **Literature Review:** Conducting a comprehensive literature review requires extensive reading, critical analysis, and synthesis of existing studies.
  - **Limited Resources:** Master's students may face constraints in terms of funding, access to specialized equipment or facilities, or collaboration opportunities.
- 4) **Prospects for the Use of Research Results:**
  - **Practical Applications:** The results can have practical implications.
  - **Future Research Opportunities:** Master's research can pave the way for further investigations
  - **Career Advancement:** The research experience and results can enhance the students' resumes and open doors to career opportunities in academia, research institutions, or industry.