Empowering HRM Professionals: Advancing Research Culture with ETDs in The Chartered Institute of Personnel Management (CIPM), Sri Lanka

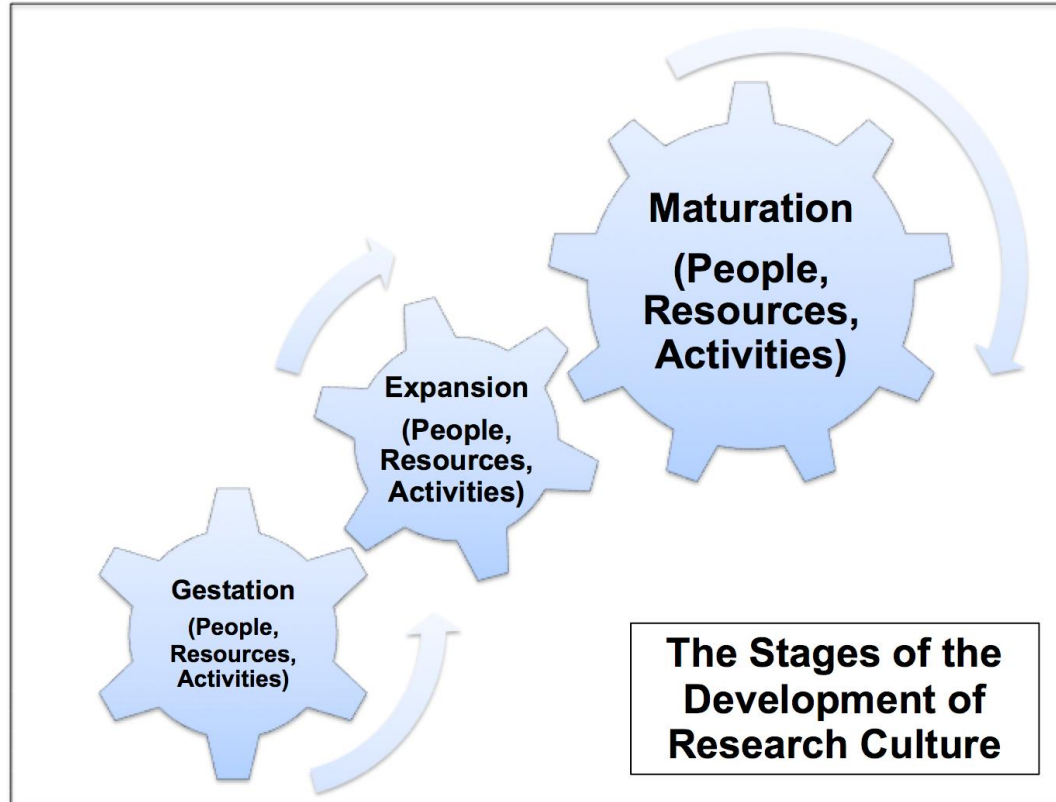**Kamani Perera, Heather Fernando, Anushka Earskin and Indika Wijayasriwardana**

Chartered Institute of Personnel Management (CIPM), Sri Lanka

Introduction

- **CIPM's Role**:
  - Key institute in HRM professional development in Sri Lanka

- **Purpose of Study**:
  - Investigate how Electronic Theses and Dissertations (ETDs) empower HRM professionals

- **Focus Areas**:
  - Creation, accession, archiving, preservation, and reuse of ETDs

Importance of Research Culture in HRM

Maturation
(People, Resources, Activities)

Expansion
(People, Resources, Activities)

Gestation
(People, Resources, Activities)

The Stages of the Development of Research Culture

- Growing recognition of advanced research culture in HRM

- ETDs as a catalyst for enhancing research practices

- Benefits for professional development and knowledge sharing

- Promotes Evidence-Based Practices: Enables data-driven decision-making

- Supports Strategic HR Interventions: Empowers professionals to make informed choices

- Adapting to New Challenges: Facilitates continuous learning in a dynamic HR environment (Rynes, Giluk, & Brown, 2007)

Benefits of a Strong Research Culture

- Professional Development: Enhances data analysis and critical thinking skills (Kulik, 2014)

- Career Growth: Fosters skill acquisition and advancement opportunities

- Organizational Impact: Leads to better performance outcomes and fosters continuous improvement

Managing ETDs in CIPM

- **Processes**: Creation, archiving, access, and preservation of digital content
- **Technology:** Cloud-based infrastructure and customized DSpace software –
- **Standards and Best Practices:** Essential for effective repository management (Lippincott, 2006)

ETD Lifecycle and Workflows

Student drafts ETD; advisers review it

Graduate School approves ETD

ETD is published on the web

"Emerging Trends in ETD Publishing Models: A Bird's Eye View", Dave Seitz, bepress. http://digitalcommons.bepress.com/webinars/71/

Stakeholders of ETD Repository

- HR Practitioners: Engage with and utilize research findings

- Research Scholars: Contribute and expand the repository

- CIPM Graduands: Access and build upon past research

Objectives of the Study

- Identify Potential Benefits: How ETDs advance research culture in HRM

- Assess Current Research Culture: Among HRM professionals at CIPM

- Provide Recommendations: Effective integration of ETDs in HRM professional development

Benefits of ETDs

- Accessibility
- Preservation
- Collaboration
- Increased Visibility
- Open Access
- Knowledge Preservation
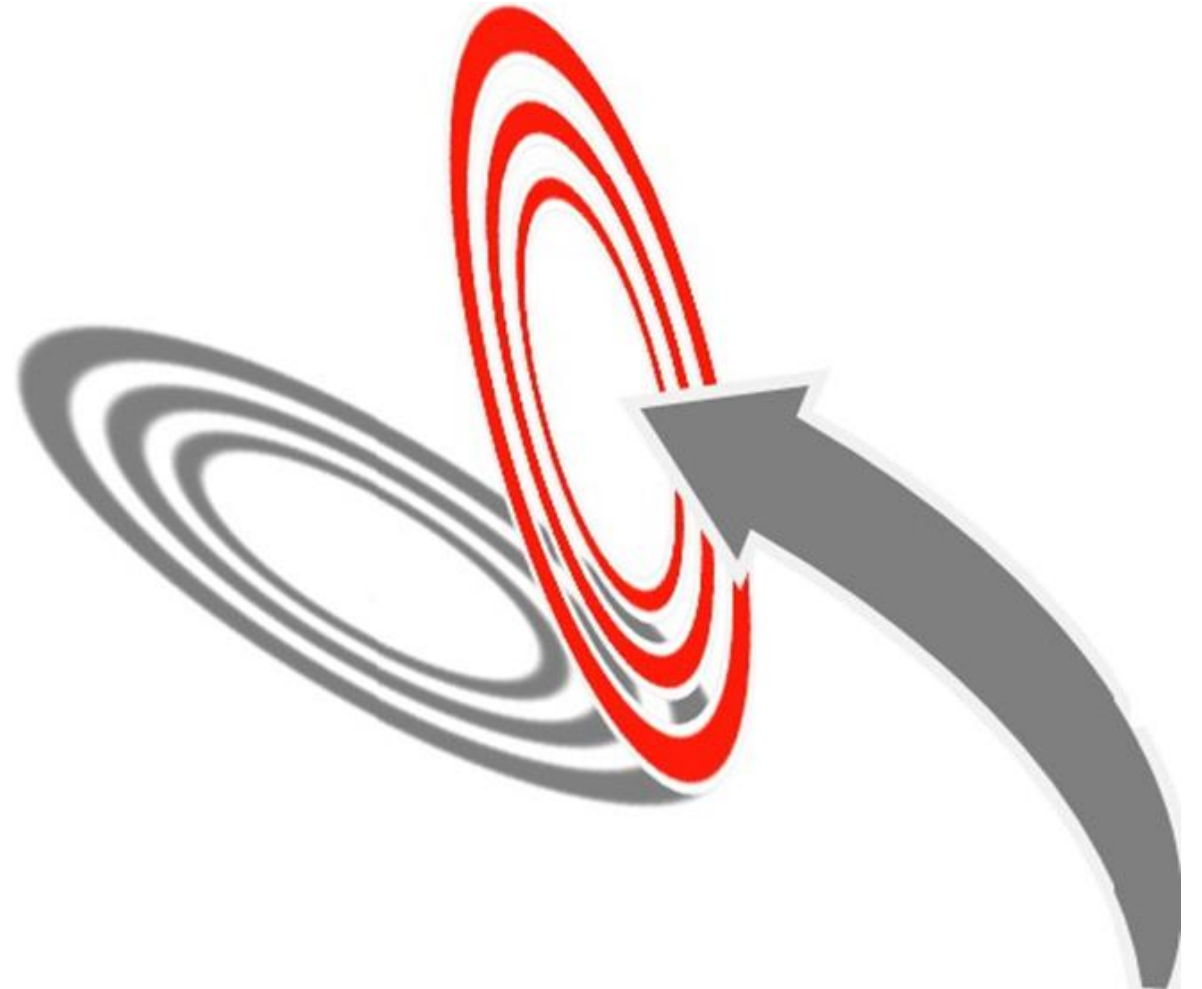
Advancing Research in HRM – ETDs as a Tool

- ETDs nurture an energetic, interconnected research culture

- Encourages academic growth and continuous learning in HRM

- Supports professional growth through access to updated research

Role of ETDs in CIPM Research Culture

- Significance of ETDs: Encourages novel and community-focused research

- Provides access to innovative theses for future research

- Inspiring Young Scholars: ETDs motivate emerging HRM researchers to contribute

- Motivate HR Professionals to implement latest findings into practice
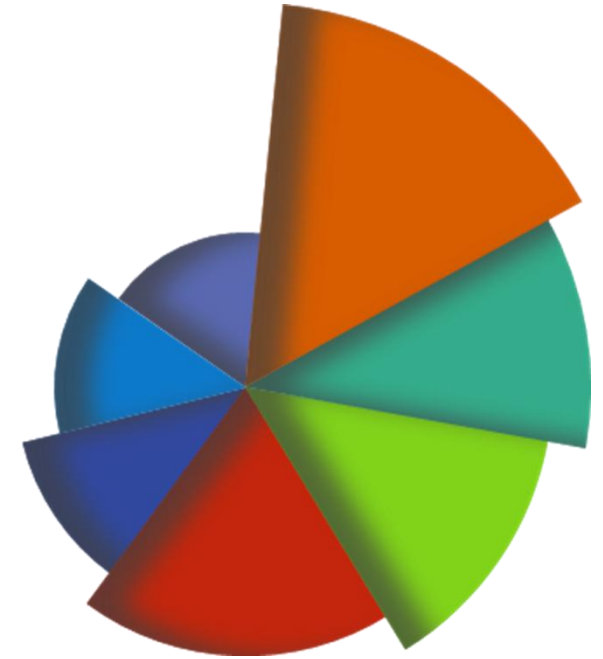
Awareness Programs and Support

- Awareness Initiatives:
  - Programs to maximize use of CIPM's institutional repository
  - Regular sessions on ETD access and benefits
- Guidance for Thesis Writing:
  - Training on standard writing practices
  - Plagiarism avoidance techniques
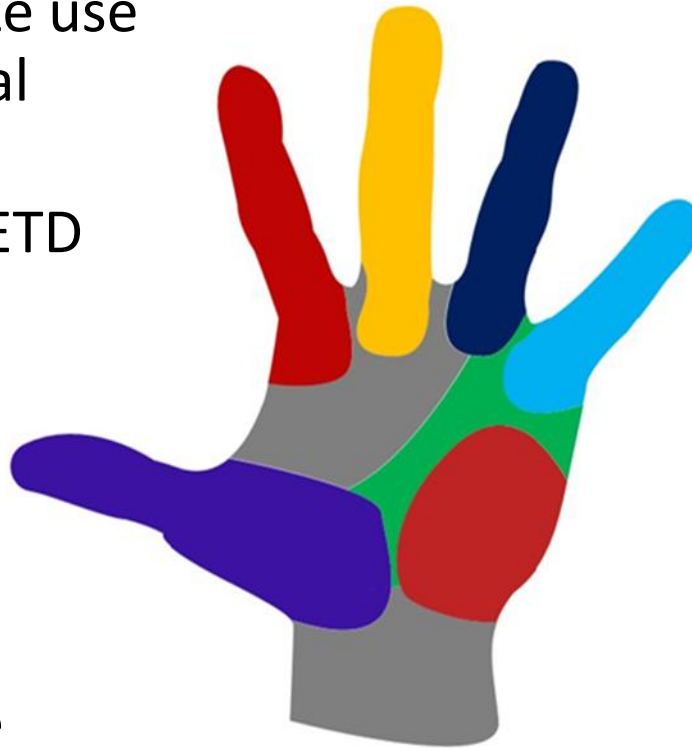
Pathway to Publication

- Thesis Conversion: Graduates encouraged to convert theses into research papers
- Annual Submissions: Option to submit for CIPM's international symposium
- Goal: Ongoing engagement in research and contribution to HRM knowledge

Contribution to Policy Development

- National-Level Projects: Supports government HRM policy-making

- ETD Repository: Expanding collection with regular updates

- Guidance for Scholars: Workshops on utilizing ETD resources for new research

- Insights for Professionals   ETDs share new knowledge among HR professionals with easy access

Integrating ETDs into HRM Professional Development

- Role of ETDs:
  - Access to cutting-edge HRM knowledge
  - Facilitates innovation and best practices in the field of HRM

- Orientation Programs:
  - Introduction to ETD resources for new students

CIPM Programs Utilizing ETDs

- Programs Benefiting from ETDs:
  - ACHRM (Advanced Certificate in HRM)
  - DPHRM (Diploma)CIHRM (Chartered Intermediate)
  - CQHRM (Chartered Qualification)

- Encouragement for Pre-Research Review:
  - Undergrads/postgrads are advised to consult ETD collection before starting their project reports and theses.


Best Practices for Electronic Theses and Dissertations
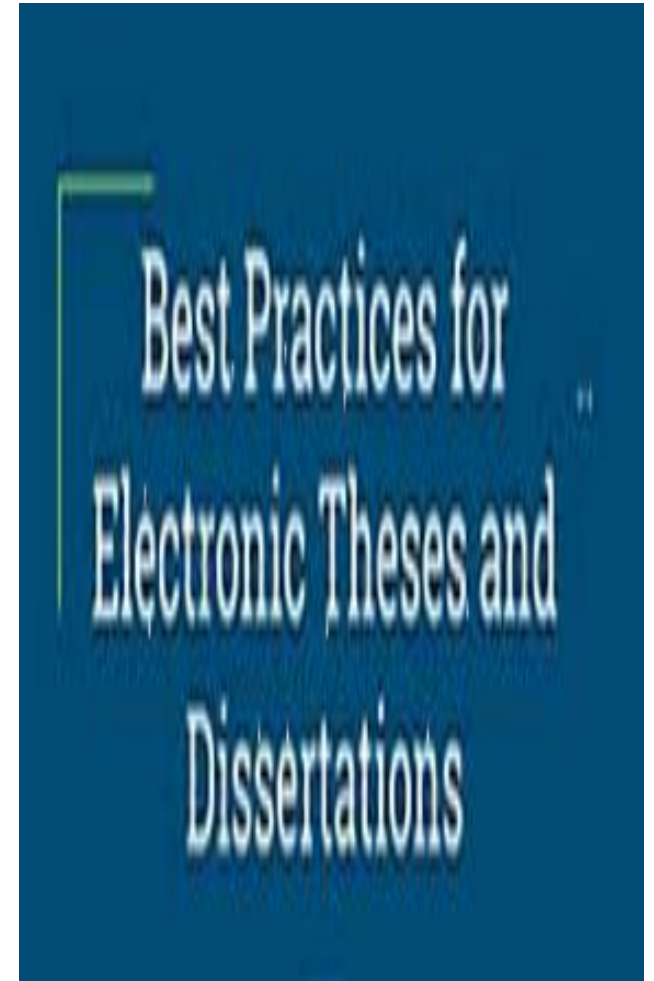
Plans for future ETD Usage and Evaluation

- **Annual Evaluations**: Monitor ETD usage patterns

- **Growing Collection**: Distinction and merit ETDs added annually

- **Awareness Programs**: Regular sessions on ETD benefits for novel research

Methodology

- **Mixed-Methods Approach**:

  - **Literature Review**: Established foundation on research culture and ETDs

  - **Survey**: Collected data on ETD awareness, usage, and perceptions among CIPM's HRM professionals

  - **Qualitative Interviews**: Insights from HRM leaders on challenges and opportunities with ETDs
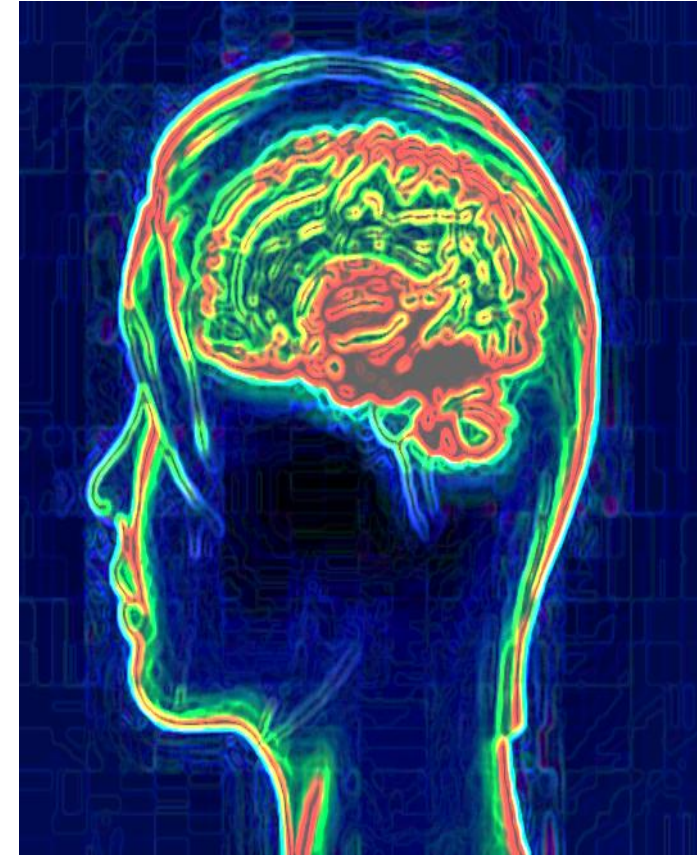
Results - Awareness and Usage of ETDs

- Awareness Levels:
  - General awareness exists, but full potential remains untapped

- Challenges Identified:
 - Limited access to ETD repositories
  - Inadequate training on ETD usage
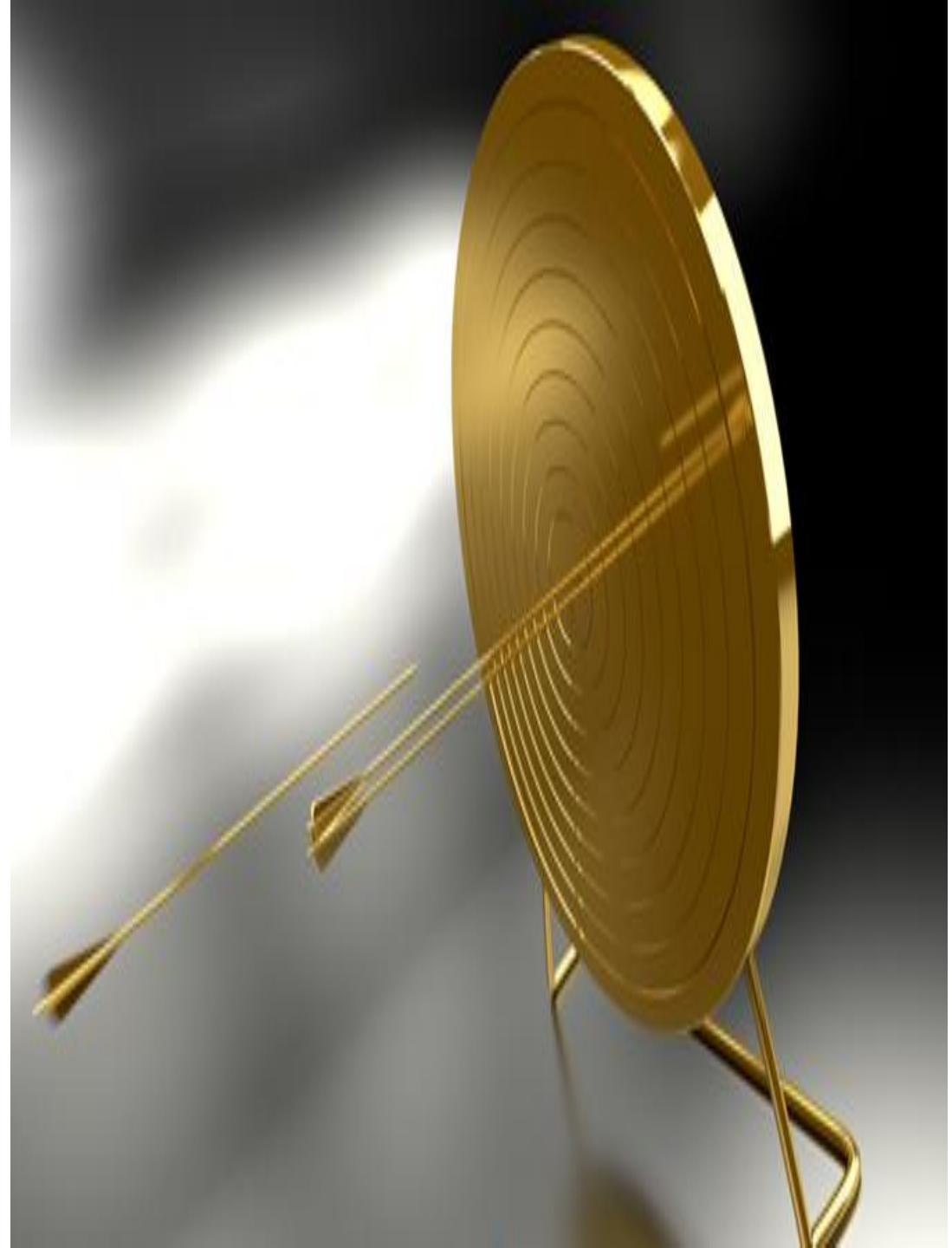
Results - Interest in ETDs for Professional Growth

- **Interest Among Professionals**:

  - Positive outlook toward integrating ETDs for skill development and knowledge sharing

  - Recognizes ETDs' role in expanding research skills and keeping up with HRM trends
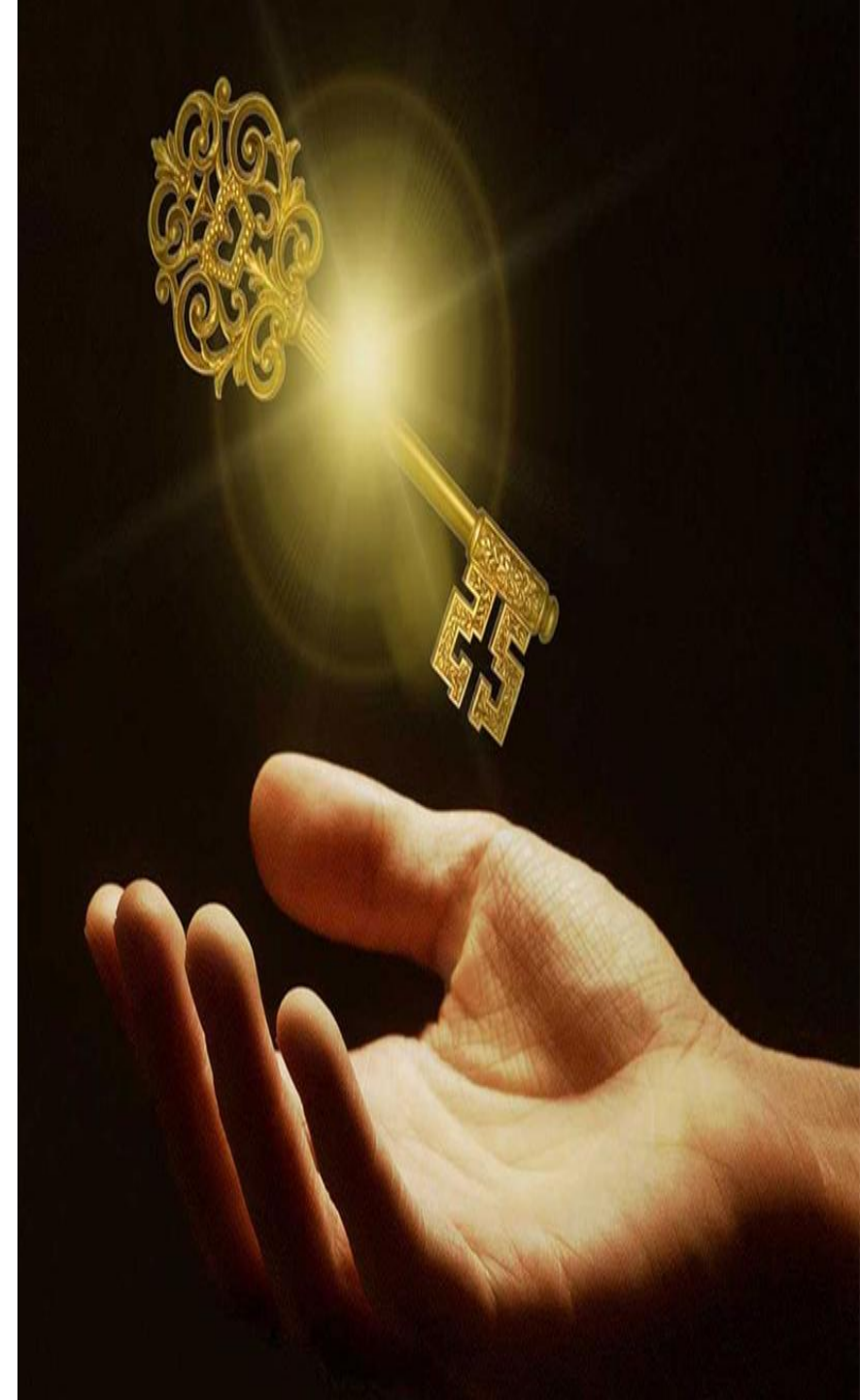
Conclusions

- Advancing Research Culture:
  - Key to professional growth in HRM

- Importance of ETDs:
  - Enables HRM professionals to enhance skills,
  - stay current, and
  - contribute to HRM knowledge

History
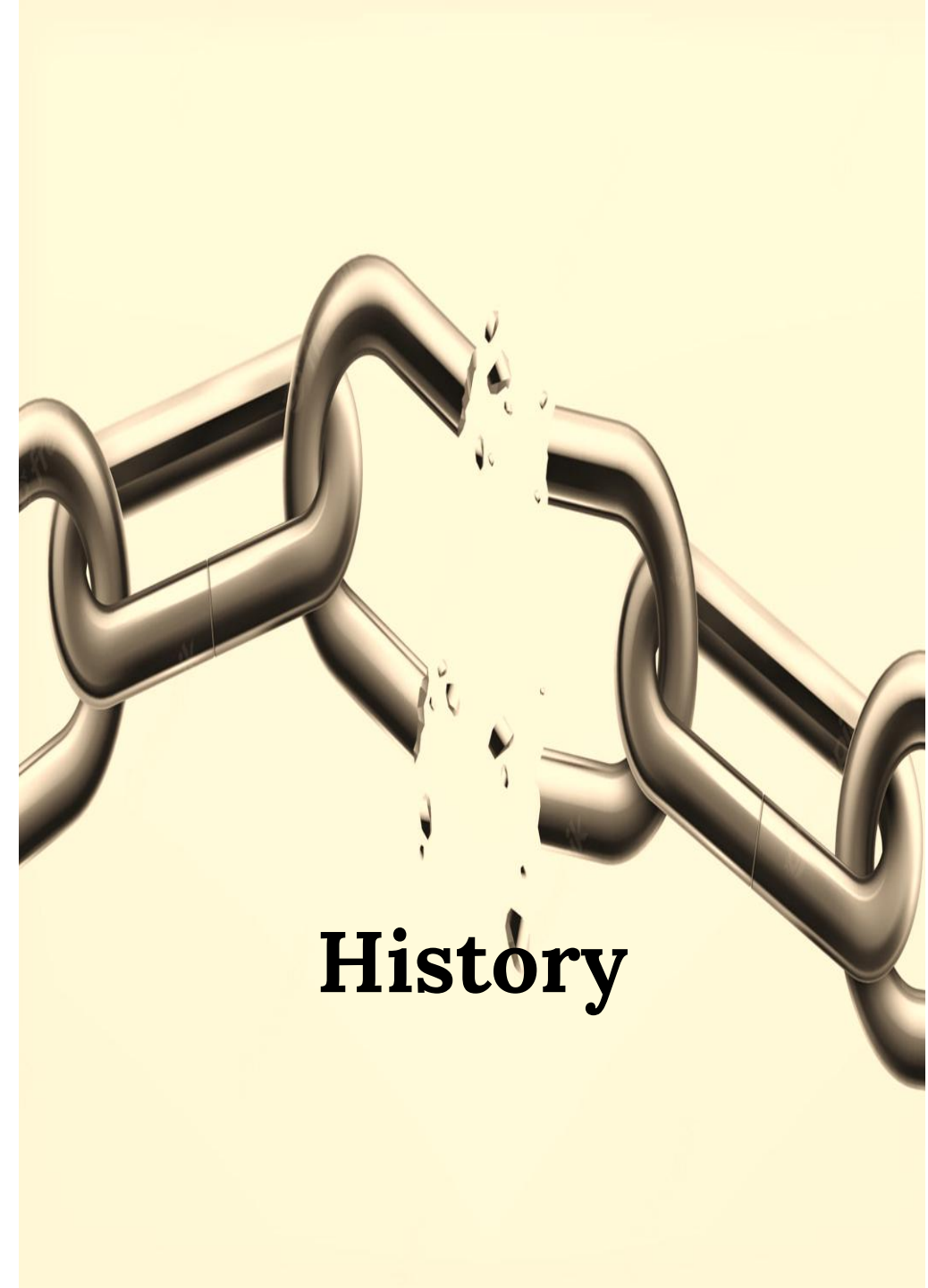
Recommendations

- **Training Programs**: Develop tailored sessions on ETD access and usage

- **Improving Access**: Increase availability of ETD repositories for HRM professionals

- **Promoting Collaboration**: Encourage sharing of research findings within HRM community

Thank you....