

RESEARCH PROCESS: A GUIDE FOR BUSINESS AND INDUSTRY

Centre for Work, Organisation and Wellbeing (WOW)

Got a problem to solve or questions to answer?

How research can help...

WOW researchers use an evidence-based approach to deliver research services

What does research involve?

- Conducting surveys, interviews, focus groups in the field/ your business;
- Reviewing the academic-, policy- and practice-based literature around your question/ problem to identify information that already exists;
- Evaluating your business and/ or industrial relations policy and practice;
- Developing case studies from, or pilot studies within, your business.

Types of research:

- Funded by Business/ Industry (Client) i.e. researcher as consultant/ contractor.
- Business/ Industry become Grant Partner i.e. Australian Research Council (ARC) Linkage grant scheme.

Proposal to proceed: Documentation

- Funded research: Contract/s drawn up by Griffith University (GU) (unless Client requires use of their contract); or
- Grant Partner on Australian Research Council Linkage grant: Partner commitment required in writing.
(If ARC Linkage application is unsuccessful, WOW researcher/s and Grant Partner renegotiate project).
- Invoice raised by GU for first payment.

Proposal developed

Consultation between WOW researcher/s and Client/ Grant Partner.

Whom do I contact?

WOW researchers hold expertise in the areas of gender, equity and diversity; employee voice; managing human capital; wellbeing; health and safety; emotion; and collectivism at work.

Contact the Centre on (07 3735 3714), wow@griffith.edu.au; or the researcher/s with the expertise you need, directly.

Project commences

- WOW research team make submission to GU Human Research Ethics Committee for clearance to commence.
- Additional members of project team hired (if part of funding terms).
- Creation, collection, analysis, storage of data.

Milestones met

- Interim/ annual reports submitted to Client/ Grant Partner/ funding body;
- Workshops, symposiums, seminars;
- Board presentations;
- Training initiatives;
- Engagement – media outlets, civic forums etc.;
- Publications – academic, media outlets;
- Subsequent invoices raised by GU for progress payments.

Project completed

- Sharing of data/ findings: presented to Client/ Grant Partner/ funding body in manner agreed to.
- Final reports prepared (if part of funding terms).
- Post-project, parties may pursue new funding and/ or collaboration opportunities to build upon the recently completed, or new, research.

SETTING THE AGENDA:

What can research do to help your business or organisation?

What is in it for your business or organisation?

- ❖ Affect positive change in your workplace with a new understanding of the problem or question/s: an increased understanding leads to improving operational outcomes.
- ❖ As a Grant Partner you can raise the profile of your business as one supporting ongoing industry research, innovation and development.
- ❖ Direct access to a consortium of researchers across the areas of Business, Economics and Employment; Health; Medicine; Science; Engineering; Environment; Arts; Education; Law; and other the Social and Behavioural Sciences.

Where to from here?

Option 1: Contract WOW as a consultant to undertake your research	Option 2: Become a research Grant Partner	Option 3: Sponsor a Doctor (PhD)/ Master (MPhil) of Philosophy scholarship
<p><i>Services</i></p> <ul style="list-style-type: none"> ❖ Literature reviews; business case and pilot studies. ❖ Evaluating human resource management and/ or industrial relations policy and practice. ❖ Expert witness; Advisory Panel membership; speaker engagements. ❖ Data collection design, execution and analysis; forecasting. <p><i>Process</i></p> <p>↓ Review funding body's tender documents (if applicable). Determine scope of work, deliverables, milestones, timeframes. Proposal/tender response prepared and submitted.</p> <p>↓ Proposal/ tender accepted:</p> <ul style="list-style-type: none"> - Under \$10 000 (excl. GST): no contract required; GU raises invoice to Client. - Over \$10 000 (excl. GST): standard GU Commercial and Consultancy research Agreement presented to client for approval (unless Client requires GU to use their contract); GU raises invoice for first payment. <p>↓ WOW researchers apply for Human Research Ethics Committee clearance to commence.</p> <p>↓ Additional members of project team hired. Project milestones met; GU raises progress payment invoices. Project completed; final report/s prepared.</p>	<p><i>Examples of Business and Social and Behavioural Sciences-orientated funding schemes</i></p> <ul style="list-style-type: none"> ❖ Australian Research Council: <ul style="list-style-type: none"> - Discovery grants - Linkage grants ❖ National Climate Change Adaptation Research Facility <p><i>Process</i></p> <p>↓ Ideas. Partners identified. Proposal prepared; submitted to funding scheme.</p> <p>↓ Funding scheme ruling → Declined (seek alternate funding/ reapply next round).</p> <p>↓ Approved – project proceeds.</p> <p>↓ GU sign agreement with funding body and Grant Partner.</p> <p>↓ GU raises invoice for first payment/s.</p> <p>↓ WOW researchers apply for Human Research Ethics Committee clearance to commence.</p> <p>↓ Additional members of project team hired. Creation, collection, analysis, storage of data.</p> <p>↓ Grant milestones met; GU raises progress payment invoices. Project completed; annual/ final reports to funding body, grant partner/s (if applicable).</p>	<p><i>Pathways to sponsorship</i></p> <p>Option 1 (Tripartite Sponsored Scholarship):</p> <ul style="list-style-type: none"> ❖ Got a Student candidate already in mind? <p>Option 2 (Sponsored Scholarship – Student not yet selected):</p> <ul style="list-style-type: none"> ❖ Partner with GU by sponsoring new or existing GU Student/s. <p><i>Services</i></p> <ul style="list-style-type: none"> ❖ GU will manage and administer the Student/s' candidature and your research scholarship funding. ❖ Combine the expertise and resources of your business with GU for the benefit of the Student/s' research and training. ❖ Involve your Employee/s as an External Supervisor of the Student (subject to GU's supervision requirements and procedures). ❖ Access the Intellectual Property that is the Student/s' thesis for your non-commercial internal, further research, and educational purposes (subject to GU's examination requirements and procedures).