

RESEARCH PROCESS

A guide for business and industry

Centre for Work,
Organisation and
Wellbeing

Do you have a problem to solve or question to answer?

How research can help

Our 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 drawn up by Griffith University (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, researchers and grant partner renegotiate project)
- Invoice raised by Griffith for first payment

Project commences

- Research team make submission to Griffith University 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

Proposal developed

Consultation between researchers and client or grant partner.

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 Griffith for progress payments

Who do I contact?

Our researchers have 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

- **Phone:** +61 7 3735 3714
- **Email:** wow@griffith.edu.au
- Alternatively you can contact the researchers with the expertise you need directly—
griffith.edu.au/work-organisation-wellbeing

Project completed

- Sharing of data/findings: presented to client/ grant partner/funding body
- 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?

Centre for Work,
Organisation and
Wellbeing

- Affect positive change in your workplace with a new understanding of the problem or question—an increased understanding leads to improved 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 social and behavioural sciences.

Where to from here?

Option 1—Contract the Centre as a consultant to undertake your research

Services

- 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

Process

- ▼ Review funding body's tender documents (if applicable)
- ▼ Determine scope of work, deliverables, milestones, timeframes
- ▼ Proposal/tender response prepared and submitted
- ▼ Proposal/tender accepted:
 - Under \$10 000 (ex. GST): No contract required, Griffith raises invoice to client.
 - Over \$10 000 (ex. GST): Standard Griffith University Commercial and Consultancy Research Agreement presented to client for approval (unless client requires use of their own contract), Griffith raises invoice for first payment.
- ▼ Researchers apply for Human Research Ethics Committee clearance to commence
- ▼ Additional members of project team hired
- ▼ Milestones met, Griffith raises progress payment invoices
- ▼ Project completed—final reports prepared

Option 2—Become a research grant partner

Examples of research funding schemes

- Australian Research Council:
 - Discovery grants
 - Linkage grants
- National Climate Change Adaptation Research Facility

Process

- ▼ Ideas
- ▼ Partners identified
- ▼ Proposal prepared, submitted to funding scheme
- ▼ Funding scheme ruling
 - ▶ Declined—seek alternate funding/reapply next round
- ▼ Approved—project proceeds.
- ▼ Griffith sign agreement with funding body and grant partner
- ▼ Griffith raises invoice for first payment
- ▼ Researchers apply for Human Research Ethics Committee clearance to commence
- ▼ Additional members of project team hired
- ▼ Creation, collection, analysis, storage of data.
- ▼ Grant milestones met, Griffith raises progress payment invoices
- ▼ Project completed, annual/final reports to funding body, grant partner (if applicable).

Option 3—Sponsor a PhD/HDR scholarship

Pathways to sponsorship

- Option 1 (tripartite sponsored scholarship):
 - Got a student candidate already in mind?
- Option 2 (sponsored scholarship—Student not yet selected):
 - Partner with Griffith by sponsoring new or existing Griffith student/s.

Services

- Griffith will manage and administer the student/s' candidature and your research scholarship funding.
- Combine the expertise and resources of your business with Griffith for the benefit of the student/s' research and training.
- Involve your employee/s as an external supervisor of the student (subject to Griffith University 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 Griffith University examination requirements and procedures).