

# Personnel Research and Change

## What is research?

Research is a systematic and purposive investigation of facts with the object of determining cause and effect relationships among such facts.

## What is personnel research?

According to *Michael J. Jucius*, **Personnel Research** is the task of searching for analyzing facts to the end and that personnel problem may be solved or that guideline governing. Personnel Research is an effective mean by which we can able to know all about the personnel. Through the personnel research, we know some very much important information which is essentially needed in providing data for making organizational decision so that the organization can achieve its goal.

## General Types of Personnel Research

### 1. Basic or Exploratory

Intends merely to explore the research questions and does not intend to offer final and conclusive solutions to existing problems. This type of research is usually conducted to study a problem that has been clearly defined yet. Small amount of information is available about the topic but want to explore in details for better understanding of the problem and its solution.

**The purpose of exploratory research**

- To refine and understand the problem
- To know basic facts
- To generate new idea
- To develop the theories

### 2. Operational or applied research

-It is directed toward the solution of particular problems.

-Can be elaborate, expensive and carefully controlled.

-Analytical method of problem solving and decision making that is useful in the management of organizations. In operation research, problems are broken down into basic component and then solved in defined steps by mathematical analysis. It can be conducted by the business manager, social engineer or scientist.

## **The researchers:**

### 1. Colleges and Universities

Are set up to operate in both pure or applied phases of personnel research. It is common to see bureaus of business research that engage in personnel projects as well as investigations in the other fields of business management.

### 2. Private research organizations

# Using Personnel Research

**M Carnoy**



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