

Phd management: analysis of phenomenological research method

[Business](#), [Management](#)



Analysis of Phenomenological Research Method

Analysis of Phenomenological Research Method Qualitative approach on Phenomenological Research

A phenomenological research is a research with a goal of describing a lived experience of a phenomenon. Phenomenological research is described as a qualitative analysis of narrative data. Phenomenological research has overlapped with qualitative approaches like hermeneutics, symbolic interaction and ethnography (John, 2015). In qualitative design, the research describes rather than explaining situations. Qualitative research seeks to identify a phenomenon like being left out insomnia, anger, undergoing surgery or grief. The research or the inquirer collected data from individuals with the phenomenon experience and develops a description of the phenomenon of all people. The experience includes what and how people experience the phenomenon (Emily, 2015).

Research topic: The human resources challenges of merger and acquisition in business organizations.

Research problem

All sorts of practical human resource issues are created by the organization's merger and acquisition. After merger and acquisition, the newly established organization forms new terms or services. Formation of new and unified business makes it difficult for employee to cope with the new terms of engagement. Managers have learned the ways in which they assist employee to adjust to comply with the new terms.

Research purpose

The purpose is to identify challenges caused by merger and acquisition to

human capital. It will also seek to establish means or ways in which managers should help employees to cope with new policies.

Research questions

What are the practises should managers use to help the employee to adjust after merger and acquisition? What are the challenges brought about by merger and acquisition?

Problem, Purpose and Question fitting with the approach

The purpose, question and problem of the study fit with the qualitative approach because they try to explain a phenomenon or the challenges of merge and acquisition on human resources. From the problem, question and propose the researcher will find to explain challenges faced in human resource management after merger and acquisition of business institutions (John, 2015).

The purpose, question and problem also fit into the qualitative approach because the researcher will have to collect data from the employees and human resource managers affected by merger and acquisition. In order to respond to the question and explain the purpose of the study, the research will have to describe the experience of employees and human resources managers after merger and acquisition of an organization (Mangabeira, Friese and Gibbs, 2015).

References

Emily B. (March 2015). Qualitative Research. SAGE Journals, 4-12.

John S. (March 16, 2015). The Qualitative Report. Nova Southeastern University, 20(3. 3), 7-18.

Mangabeira W., Friese S. and Gibbs G. R. (2015). The use of New Technology in Qualitative Research: Introduction Issue. FQS, 3(2), 12-25.