

# MHR Placement Opportunities

## Who are MHR?

A specialist provider of software and outsourcing services for HR, talent management, payroll and business intelligence. We manage, development and payment of just over 10% of the UK workforce.

We aim to redefine the HR software market by developing new and innovative solutions to HR problems.

## Placement opportunity

The business-led Research Team would welcome an expert in the social sciences to assist them as they investigate new technology applications for MHR software products determining how technology can help employees and employers.

- See a project through to completion, investigating a business problem
- Results could eventually influence the design of new software features.
- Placements can be completed remotely (opportunity to work in the office will depend on local lockdown restrictions)

# Project 1 – Social influence on employee turnover

Description: Identifying potential leavers (before they resign) in an organisation is a very complex problem that may not be solvable with technology. We'd like to investigate if there are social influences on an employee deciding to leave and if there are patterns that can be identified to help mitigate and reduce turnover. This may involve running interview and surveys and analysing the results. Bring knowledge of sociology or organisational psychology to influence the direction of this project.

Learning and development opportunities:

- To gain practical experience working in industry on a ~~world~~ real business problem

- To work alongside software engineers and see how the results of a research project could be realised into a software application

Essential requirements: Basic IT skills, interview techniques, basic statistics

Duration: 3 months fulltime (flexible)

Location: Remote (with potential office work depending on restrictions)

# Project 2 – Identifying employees who will support organisations adapt to change

Description: With organisations increasingly facing change outside of their control, the traits and attitudes of their people could determine if they succeed or fail. We'd like to explore if employees who are good at adapting to change can be identified, and if placing them in particular roles will help the organisation adapt better overall. This may involve running interview and surveys and analysing the results. Bring knowledge of sociology or organisational psychology to influence the direction of this project.

Learning and development opportunities:

- To gain practical experience working in industry on a real world business problem

- To work alongside software engineers and see how the results of a research project could be realised into a software application

Essential requirements: Basic IT skills, interview techniques, basic statistics

Duration: 3 months fulltime (flexible)

Location: Remote (with potential office work depending on restrictions)