

Professor Mick Marchington Applied Research Grant Application form 2025

The Marchington Research Grant supports exceptional early career researchers in human resources (HR), learning and development (L&D), organisation development (OD) and related fields. It follows an annual cycle, awarding up to three grants of £6,000 each.

The deadline for submissions is **22 January 2025**. Your submission, together with a narrative curriculum vitae should be emailed to kx@cipd.co.uk with the subject line 'Marchington Research Grant 2025'.

How to enter

Type your answers on this form, addressing each of the key areas listed below.

Applicant Eligibility: The principal investigator (PI) must be an early career researcher. This includes doctoral researchers, those immediately postdoctoral and those transitioning to independent researcher. In line with UKRI, we do not apply strict criteria, such as number of years since PhD, but ask applicants to explain why they should be considered early career.

Please explain why you consider yourself an early career researcher. *(Maximum 50 words)*



Topics for Professor Mick Marchington Grant 2025

Research must both add to the body of knowledge and produce relevant and applicable outputs for practitioner or policy audiences. For the 2025 grant, proposals should address **one** of three areas.

Please select one of the following as your main topic area:

The evolving demands and/or the wellbeing of the people profession:
HR, L&D and organisational development.

Recruitment and retention: inclusion, attraction, collaboration, roles,
technology and wellbeing.

Organisational culture - sectoral employment flexibility, lifelong learning,
degrees of performance and inclusion.

Submission:

Please complete the following sections and ensure your submission is a maximum of **1,500 words** (excluding references).

Project title:

Abstract of the research *(Maximum 150 words):*



Research focus:

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Rationale and practical importance of research:

A large, empty rectangular box with a thin black border, intended for writing the rationale and practical importance of research.



Research questions or hypotheses:

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Research methods:

The grant must be used for original research activity (primary or secondary research). Although we expect practical outputs, pure 'knowledge exchange' or 'translational research' activity aimed at disseminating existing research is not sufficient to be eligible.



Research outputs:

Some outputs must be written for a target audience of HR, L&D, OD and related professionals.

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Research costs:

Costs may be used for any primary or secondary research activity, including researcher time and direct costs. For example, costs may be used to review literature, collect data, or conduct analysis. Eligible direct costs may include, for example, running a survey, transcription, travel, equipment, or specialised software. All costs should be clearly explained and justified.

The grant must cover activity, which is not already funded. We encourage the use of other sources of funding – for example, joint or matched funding from a university or partner organisation. This may help cover researcher time or any other resources. We encourage applicants to acknowledge any such support they will receive from their university or other funders and to identify the financial or equivalent value.



Research timing:

Please use generic timescales to articulate the project plan (eg month 1/ quarter 1). Research should be completed within a two-year period from signing of contracts.

The deadline for submissions is **22 January 2025**. Submissions should be emailed to **kx@cipd.co.uk** with the subject line '**Marchington Research Grant 2025**'.

Submissions will be judged based on rigour, relevance, and clarity by a panel of senior academics and people professionals, chaired by the CIPD.

The successful applicants will be announced by **28 March 2025**.

Terms and conditions

Please note that under the terms of your contract with the CIPD, any work must be original and created by you. You must only use reference material from trustworthy origins, confirm its sources and accuracy.

You must maintain comprehensive records of sources and verification procedures. Any inaccuracies are your sole responsibility, and a failure to adhere to these requirements may result in contract termination.

You must promptly inform the CIPD if AI technology is used at any stage. If you use generative AI to prepare content for publication by the CIPD, you are:

- a) responsible for ensuring that it is accurate, and
- b) you must notify the CIPD where generative AI has been used including this application.



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