Extended Essay Outline template

1. TITLE The impact of psychological Contract on employees during COVID-19
2. BACKGROUND/AIM

What is the area/topic that you want to explore?

Provide a context/background for the reader to help them understand your topic, and why it is interesting. This section will allow your reader to understand how your question relates to the general area you are working in.

1. RESEARCH QUESTION

What is the question you want to answer?

Keep your question focused. If your question is too broad you are more likely to have difficulty answering it.

1. IMPORTANCE OF TOPIC

Why is this question important?

You must make it clear to your reader that your question is trying to answer an important topic. Don’t assume that your reader will understand that the topic is important. You must tell them why **you** think it is important.

1. THEORETICAL FRAMEWORK

What theoretical framework/s or models will you use to answer your question? Highlight a few key texts to show this framework.

Explain to your reader the main theoretical approaches/arguments you will use to answer your question. Link the project to the taught modules.

1. METHODS/ANALYSIS

What are you going to do to solve the problem? How will you collect the information to answer your question? (REMEMBER NO INTERVIEWS/SURVEYS)

Think a little about how and why you will use a method or approach – and explain how this will fit with the current way the company works and thinks.

1. RELEVANCE OF FINDINGS

Who will be interested in your findings, and why will they be interested?

1. REFERENCE LIST

What are the key academic and managerial readings which can help solve the problem you are working?

Use the most up-to-date references unless it is an important paper that is seen as influential. You can include references to governmental/organisational reports as well as academic journals

THE EXTENDED ESSAY

This is a traditional essay style project based on your own choice of topic. You will need to decide (with your supervisor) what problem or question you want to investigate.

Chapter One is the Introduction where you will set the context of your essay. You should demonstrate your understanding of the subject; explain how you developed the ideas for your paper and conclude with a problem or question you want to answer

Chapter Two is the literature review. This is a substantial element of the essay as you cannot undertake primary research. You should use this chapter to build a case for the problem you want to sole. What is the current thinking on this? See Section 5 for details on this. Remember this is where you should discuss what the literature says, not just list it. A good literature review doesn’t just summarise sources – it analyses, synthesises, and critically evaluates to give a clear picture of the state of knowledge on the subject.

Chapter Three is the research design or methodology chapter. What problem or question did you investigate, and what kind of data did you need to answer it? Explain how you gathered and selected material (such as publications or case study materials) to analyse. You should answer questions such as how you selected the literature, what key words did you use; what date range; what databases. If you are using a more case-based approach, explain how you chose the case organisation and what information sources you have used to build the case study – eg webpages; brochures; social media posts. Explain how you selected these for the focus of your analysis. If you are using a model or theory explain this here (if you have not covered it in your literature review). Briefly explain how you processed and analysed the data – you do not need to give details here as this will be in the next chapter.  Discuss why other methods you could have used and explain why you chose this approach.

Chapter Four should be your findings – This is where you set out what you found out about the topic you investigated.

Chapter Five is the discussion or analysis of your findings (These two chapters may be combined. You should explore here what you found, and more importantly what this means. How dies it relate to the literature your reviewed or the theory you were applying? The results might seem obvious to you, but it’s important to show the reader exactly how they answer your original problem or questions. This is where you can give you own interpretations of the research, but you should also link your finding to the work in the literature review. Use the Rule of Three. Find supporting arguments for each point you make, and present a strong point first, followed by an even stronger one, and finish with your strongest point.

Chapter Six is the Conclusion. The conclusion should remind the reader what you wanted to find out, why you took the approach you did, what you expected to find, and how well the results matched your expectations. You should briefly restate your main findings. You can also give limitations of the research. The conclusion can also show the implications of your findings for theory and practice. Be realistic! You may also suggest future research that could be undertaken. It is very important that you do **not** introduce any new data or arguments.

Finally, the project will contain a list of references and any supporting appendices such as summary of government reports or organisational reports.