THE OPEN UNIVERSITY OF SRI LANKA
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
MANAGEMENT
FINAL EXAMINATION – MARCH 2021
MCE7101/HRPA490/MSPA490 – RESEARCH METHODS
DURATION: THREE (03) HOURS

DATE: 14.03.2021	TOTAL MARKS: 100	TIME: 09.30 am – 12.30 pm

Important Instructions

Answer Question Number ONE (01) in part A, and any four (04) Questions from part B

(Part A)

Question No 01

Human Resource Manager of a leading manufacturing company observed that performance of employees in production section is below the expected level. The articles that he has read on performance of employees frequently highlight three factors that are important for employee performance:

a. Recruitment and selection of suitable employees for the organization

b. Well aligned financial and nonfinancial rewards management system

c. Continuous training given to employees. However, it has been found that employee over 40 years of age do not derive much benefits from the continuous training programme.

i)   Based on the information given above state your research problem.   **(03 Marks)**

ii) Write down the specific research questions in relation to the above issue
(04 Marks)

iii) Develop an appropriate Conceptual framework on the above issue
(05 Marks)

iv) Specify the research objectives that you should strive to achieve through this study.   **(04 Marks)**

v) . List and Label the variables as independent, dependent and moderate and provide reasons for labeling them as the same   **(08 Marks)**

vi) Develop at least four different hypotheses.   **(04 Marks)**

(Total Marks 28)

(Part B)

Question No 02

i)   What is meant by a research? What are the steps of a research process?

(08 Marks)

ii)   What are the different approaches of a social science research, and what are the Differences between them?   **(10 Marks)**

(Total Marks 18)

Question No 03

i)   What are the functions the literature review performs in a research study? **(10 Marks)**

ii)   "Without conducting a proper literature review, a good research cannot be conducted" Do you agree with the statement? Briefly explain.   **(04 Marks)**

iii)   How do you safe guard your research papers from the offence called "Plagiarism?"

(04 Marks)

(Total Marks 18)

Question No 04

i)   What is meant by a research problem?   **(04 Marks)**

ii)   Discuss the major factors to be considered in selecting a research problem.**(06 marks)**

iii)   Explain the process of deriving research problems from your topic of research with an example.   **(08 marks)**

(Total Marks 18)

Question No 05

i)   "What is measured is not person or object but some characteristics of it" What does this statement mean? Explain.   **(10 marks)**

ii)   How do you operationalize the concept "Job satisfaction". Explain.   **(08 marks)**

(Total Marks 18)

Question No 06

i)   Discuss the differences between probability and nonprobability sampling. What are their comparative advantages and disadvantages? Justify your answer by using the points as outlined in the chapter.   **(10 Marks)**

ii)   List and discuss the different types of probability sampling procedures.   **(04 Marks)**

iii)   Discuss the procedure of generating a random sample.   **(04 Marks)**

(Total Marks 18)