

THE OPEN UNIVERSITY OF SRI LANKA
 FACULTY OF MANAGEMENT STUDIES
 MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
 MANAGEMENT
 FINAL EXAMINATION –APRIL 2022
 HRPA490/MSPA490/MCE7101– RESEARCH METHODS
 DURATION: THREE (03) HOURS



Date: 02 APRIL 2022

Time: 01.30p.m. to 04.30p.m.

No. of Questions: 06

No. of Pages: 02

Instructions: Answer Question Number ONE (1) in Part A and any four (04) questions from Part B.

Please note that illegible handwriting will result in loss of marks.

PART A

Question 01 (Compulsory question)

Newly appointed Human Resources Manager strongly believe that employee Participation in Decision Making (PDM) is one of the important factors for achieving organizational effectiveness and positive employee perceptions. Even though, he encourages his employees to participate in decision making process but employee participation in decision making is not satisfactory. This has made the Human Resource Manager to review literature on the factors affecting employee participation in decision making in different perspectives. Accordingly, the following factors have been identified as important reasons that determine employee participation in decision making.

- 1 Working conditions
- 2 Supervisory style
- 3 Trust

However, literature also indicate that these factors influence the employee job satisfaction and that in turn increase participation in decision making.

- i) Based on the information given above state your research problem (03 marks)
- ii) Write down the specific research questions that would help you to address the research problems as stated in i) above. (04 marks)
- iii) Specify the research objectives that you should strive to achieve through this study. (04 marks)
- iv) Develop a conceptual framework for the above situation. (03 marks)
- v) Identify the relevant variables in the above conceptual model (03 marks)
- vi) Classify the above variables from the viewpoint of causal relationship and provide reasons for classifying them as such variables. (05 marks)
- vii) Develop suitable hypotheses based on the conceptual framework that you have developed under iv) above (06 marks)

(Total Marks 28)

PART B

Question 02

- (i) What is research? What should be the requirements for a process to be called a research process? (08 marks)
- (ii) Why social science researches are important? Explain. (10 marks)

(Total Marks 18)

Question 03

- (i) What is the purpose of a literature review? (08 marks)
- (ii) How would you review a literature on the concept of customer satisfaction? (06 marks)
- (iii) What are the important factors to be considered when writing literature review on designing the conceptual framework of your research study? (04 marks)

(Total Marks 18)

Question 04

- (i) What is measurement scale? (04 marks)
- (ii) How are the measurement scale classified? Using appropriate example explain them. (14 marks)

(Total Marks 18)

Question 05

- (i) Discuss the differences between probability and nonprobability sampling. What are their comparative advantages and disadvantages? Justify your answer by using example. (10 marks)
- (ii) List and discuss the different types of probability sampling procedures. (08 marks)

(Total Marks 18)

Question 06

- (i) Define secondary data. State their major sources and point out the difficulties involved in their use and the precautions necessary to use them. Illustrate with examples. (10 marks)
- (ii) What are the main considerations in the construction of questionnaire? Explain. (08 marks)

(Total Marks 18)

- All copyright reserved-