

THE OPEN UNIVERSITY OF SRI LANKA
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
MANAGEMENT
FINAL EXAMINATION -2023/2024
MCE7101/MSPA490/HRPA490 – RESEARCH METHODS
DURATION: THREE (03) HOURS



DATE: 18.08.2024

TIME: 1.30pm – 4.30pm

Answer Question Number ONE (1) in PART- A and four (4) questions from Part- B.

PART-A

Question No 1

TechSolutions Inc., a mid-sized IT company, has been facing a decline in employee morale and performance over the past year. The HR department conducted an internal survey and discovered that employees felt their efforts were not adequately recognized or rewarded. However, according to literature, in addition to employee recognition, employee morale and performance comes from a combination of factors, including pay benefits, job security, and relationships with co-workers. These factors influence employee morale and that in turn influences employee performance. To address this issue,

- (i) Develop research problems and research questions. **(06 Marks)**
- (ii) Specify the research objectives that you should strive to achieve through this study. **(05 Marks)**
- (iii) Develop a conceptual framework for the above scenario **(04 Marks)**
- (iv) Identify relevant variables and classify these from the viewpoint of causal relationship and provide reasons for classifying them as such variables. **(08 Marks)**
- (v) Develop suitable hypotheses based on the conceptual framework that you have developed under (iii) above. **(05 Marks)**

PART- B

Question No 2

Research can be classified from different perspectives. Describe the types of research for these perspectives: **(Marks 18)**

Question No 3

What are the common challenges faced during the literature review process, and how can they be addressed? **(Marks 18)**

Question No 4

- (i) Explain how theoretical frameworks differ from conceptual frameworks.
- (ii) Identify and describe the main components of a conceptual framework. Provide an example of each component. **(18 Marks)**

Question No 5

Describe the four types of measurement scales used in research. Provide an example for each type. **(18 Marks)**

Question No 6

- (i) Explain the concept of sampling in data collection.
- (ii) Compare and contrast probability sampling methods with non-probability sampling methods and discuss the potential biases of each method. **(18 Marks)**

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