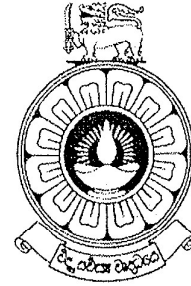


THE OPEN UNIVERSITY OF SRI LANKA  
 FACULTY OF MANAGEMENT STUDIES  
 MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE  
 MANAGEMENT  
 FINAL EXAMINATION -2025  
 MCE7101 / MSPA490 / HRPA490 – RESEARCH METHODS  
 DURATION – THREE (03) HOURS



Date: 01 JUNE 2025

Time: 1.30 p.m. – 4.30 p.m.

**Important Instructions**

Answer Question no ONE (01) in part A , and any four questions from Part B.

**Part A**

**Question no 01**

In recent years, the rise of remote work has significantly transformed workplace dynamics. With the dynamics of the COVID-19 pandemic, many Banks in Sri Lanka adopted remote work arrangements to comply with health regulations and maintain business continuity. However, there have been growing concerns regarding the actual impact of remote work on employee productivity. Managers report mixed outcomes. As per the literature review findings, it was recognized that remote work includes aspects such as flexibility and technology dependence. However, literature indicates remote work influences work-life balance, which in turn affects employee productivity.

- i. Based on the information given above, state your research problem. (3 Marks)
- ii. Write down the specific research questions in relation to the above issue. (4 Marks)
- iii. Develop an appropriate conceptual Framework on the above issue. (5 Marks)
- iv. Specify the Research objectives that you need to achieve in this study. (4 Marks)
- v. List and label the variables as independent, dependent and moderating variables and mediating variables. (4 Marks)
- vi. Provide reasons for labeling the above-mentioned variables for each. (4 Marks)
- vii. Develop at least four different hypotheses. (4 Marks)

**(Total Marks 28)**

**Part B****Question no 02**

- i. Explain what you mean by research by elaborating on the research process. (8 Marks)
  - ii. Social sciences research has many approaches to tackle a phenomenon. Elaborate. (10 Marks)
- (18 Marks)**

**Question no 03**

- i. Explain what you mean by Reviewing Literature in research by explaining the usefulness of it. (8 Marks)
  - ii. Elaborate on what is Referencing and the importance of correct referencing ethically and legally. (10 Marks)
- (18 Marks)**

**Question no 04**

- i. Explain the link between research problem, research questions and research objectives. (8 Marks)
  - ii. Elaborate how you can derive the research problem from the research context of yours using examples on research gap identification. (10 Marks)
- (18 Marks)**

**Question no 05**

- i. What do you mean by Conceptualization of the research study? Explain the above with use of literature review in developing a conceptual framework. (8 Marks)
  - ii. What do you mean by Operationalization? Using an example depict how we do an operationalization of the concept of Employee Job Satisfaction. (10 Marks)
- (18 Marks)**

**Question no 06**

- i. In developing a questionnaire for your research study, explain the importance of Validity and Reliability. (8 Marks)
- ii. Explain the difference between probability and non-probability sampling commenting on the generalizability of the findings. (10 Marks)

**(18 Marks)****(Total Marks 100)****(All Rights Reserved.)**