

THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF MANAGEMENT STUDIES
BACHELOR OF MANAGEMENT STUDIES HONOURS
IN HUMAN RESOURCE MANAGEMENT
HRU5498 RESEARCH METHODOLOGY FOR HRM
FINAL EXAMINATION – 2024 / 2025
DURATION – THREE (03) HOURS



DATE: 22 November 2025

TIME: 01.30 p.m. – 04.30 p.m.

INSTRUCTIONS:

- Answer **any Four (04)** questions.
- All questions carry equal marks.
- Begin each answer on a separate page.

Question 01

- (i) Research is a systematic activity that deals with empirical evidence. Do you agree with this statement? Explain. (06 Marks)
 - (ii) Discuss the difference between basic research and applied research, indicating a minimum of three (03) differences. (09 Marks)
 - (iii) Identify and describe at least two (02) ethical principles that must be followed when conducting a research. (06 Marks)
 - (iv) What is research design? Explain. (04 Marks)
- (Total 25 Marks)

Question 02

Lara, who serves as the Human Resource Manager of an organization, has observed a noticeable increase in employee sick leave. Through an informal discussion with one employee, she has identified that employees are experiencing increased job stress and have concerns regarding the level of autonomy provided in performing their job tasks. Thus, Lara intends to conduct an academic study to better understand how job stress and job autonomy influence employee well-being within the organization.

- (i) What is the problem of the study, and what evidence is available to demonstrate its existence? Identify and explain. (04 Marks)
 - (ii) Suggest an appropriate academic title for the study. (03 Marks)
 - (iii) Write two (02) research objectives for the study. (06 Marks)
 - (iv) Write two (02) research questions for the study. (06 Marks)
 - (v) Write two (02) alternative hypotheses for the study. (06 Marks)
- (Total 25 Marks)

Question 03

Arya is conducting a study in which she has planned to collect the data using quantitative survey to assess the influence of leaders' support on employees' work-life balance. This study is conducted by collecting data from banking assistants located in nine different provinces of ABC Bank in Sri Lanka. Assume that each province has one branch of the bank.

- (i) Explain three (03) sampling techniques that can be adopted for quantitative studies, with examples. (12 Marks)
- (ii) You are the research mentor, and Arya is seeking your advice on the sampling technique that can be adopted. Propose a suitable sampling technique for Arya's study and justify your answer. (06 Marks)
- (iii) Describe how the sample can be drawn from the context of study (refer to the banking scenario explained above). (07 Marks)

(Total 25 Marks)

Question 04

Srila is a 3rd year (Level 05) undergraduate student at a business school attached to a private university. She is interested in investigating the impact of peer support and family support on the intention to drop out (from the degree programme) of 1st year (Level 03) undergraduates of her business school.

- (i) What are the independent variables and the dependent variable of this study? Identify and list them. (06 Marks)
- (ii) Draw the conceptual model. (05 Marks)
- (iii) Explain a minimum of four (04) data collection methods that can be used in management research. (08 Marks)
- (iv) What could be the one (01) appropriate method to collect data for the above-mentioned study? Justify. (04 Marks)
- (v) Identify and state from whom the data should be collected to conduct the above-mentioned study? (02 Marks)

(Total 25 Marks)

Question 05

Write short notes on the following:

- (i) Subjective reality
- (ii) Descriptive research
- (iii) Benefits of data analysis
- (iv) Importance of literature review
- (v) Concept

(05 * 05 Marks = 25 Marks)

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