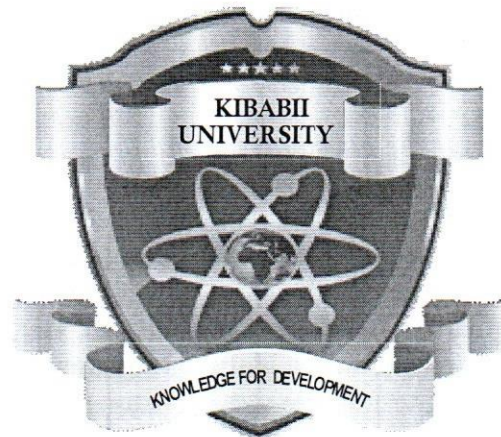


KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS SPECIAL/SUPPLEMENTARY EXAM

2017/2018 ACADEMIC YEAR

FIRST YEAR SECOND SEMESTER

FOR THE DEGREE OF MASTER OF SCIENCE IN HUMAN
RESOURCE MANAGEMENT

COURSE CODE: HRM 890

COURSE TITLE: RESEARCH METHODS IN HRM

DATE: 18/10/2018

TIME: 3 – 6pm

INSTRUCTIONS TO CANDIDATES

Answer Question ONE (compulsory) and ANY OTHER TWO questions

SECTION ONE

QUESTION ONE

Read the following case and answer the questions that follow:

Team performance in Bafko Industries varies considerably across teams and from month to month. The senior VP in charge of team development thought that a team training program could improve the performance of these teams. A consultant convinced him that his firm's training program, which lasted only one week and cost only \$25,000 per team) could raise the performance of Bafko's teams. The VP, however, wanted to experimentally test the efficacy of this training program before he adopted it widely throughout the firm. So the consultant suggested the following experimental test: There were 48 teams in Bafko that showed significant variation from month to month in their level of performance. The consultant chose the 24 worst performing teams based on last month's data and assigned them to the training group. "After all," he argued, "these were the ones who most needed it." The other teams were assigned to the control group. The training group received the training program (lasting one week) at the beginning of the next month while the control group teams did their normal routine. Performance scores were gathered at the end of the month. The results showed that the training group teams had a significantly larger rise and were statistically significant in their performance than did the control group teams (who, as a group, did not improve at all). The consultant proudly displayed these results and argued that they convincingly demonstrated the efficacy of his program.

Required:

- a) Identify the research designed adopted. Describe this research design in terms of its objectives, characteristics, methods, outcome and benefits. (8 Marks)
- b) Explain the type of statistical test that can be performed in this study (6 Marks)
- c) The VP does not understand these findings and more so the conclusion drawn by the consultant. Using your understanding of ecological validity, explain to the VP whether the results were valid or not. (8 Marks)
- d) Describe the positivist research philosophy along its elements of ontology, epistemology and methodology. (8 Marks)

QUESTION TWO

- a) "Research is systematic". Critically examine this statement using suitable illustrations to support your argument. [10 marks]
- b) .You have been appointed to head a busy research consultancy firm involved in business research. Discuss factors that you would consider in selecting appropriate research designs for your studies. [10marks]

QUESTION THREE

Q4. Research is a scientific study on the interactive relationship between the independent variable and dependent variable. Critically analyze strategies that you would adopt to control the effects of extraneous variables in research. [10 marks]

Q5. "The review of literature is necessary in the development of research document". Critically evaluate the rationale for review of literature in research. [10 marks]

QUESTION FOUR

- a) The committee on Scientific and Professional Ethics of the American Psychological Association (1990) published a list of ethical principles for the conduct of research with human subjects. Describe five such ethical Principles [10 marks]
- b) You have been tasked with the responsibility of developing a Questionnaire for the purpose of data collection by your research supervisor. Critically discuss factors that you would consider in constructing the items/questions for the questionnaire. [10 marks]

QUESTION FIVE

A MBA student has decided to study the effect of job satisfaction on employees' productivity. She observed that job satisfaction has three dimensions including satisfaction with compensation, satisfaction with clients and satisfaction with challenge of work. Moreover, she felt that there are other factors that may influence employees' productivity such as employees' age, marital status, gender, level of education and size of immediate family.

Required:

- a) Design a conceptual model for the study. (5 Marks)
- b) Identify and justify your choice of the independent, dependent, control and possible moderators for your proposed model. (5 Marks)
- c) Explain how she should go about analyzing the data. (4 Marks)
- d) Describe the similarities and differences among grounded theory designs, ethnographic designs, and narrative designs. (6 Marks)