

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

MAIN EXAMINATIONS

2020/2021 ACADEMIC YEAR

SECOND YEAR FIRST SEMESTER

**FOR THE DEGREE OF MASTER OF SCIENCE IN HUMAN
RESOURCE MANAGEMENT**

COURSE CODE: HRM 890

COURSE TITLE: RESEARCH METHODS IN HUMAN RESOURCE MANAGEMENT

DATE: 02/08/2021

TIME: 9.00AM-12.00PM

INSTRUCTIONS TO CANDIDATES

- 1) Answer Question **ONE**(Compulsory) and **ANY OTHER THREE** Questions
 - 2) Candidates must hand in their answer booklets to the invigilator while in the examination room
 - 3) Credit is given for legibility, clarity and use of relevant examples
 - 4) Question **ONE** is **40 marks** while Questions **2-5** carry **20 marks** each
 - 5) Clearly write your **Registration Number** on each answer sheet used
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TIME: 3 Hours

KIBU observes ZERO tolerance to examination cheating

QUESTION ONE (COMPULSORY)

- a) Define the term research as used in business [1 marks]
- b) Distinguish between research methods and research methodology [4 marks]
- c) On the basis of a hypothetical priority research gap, prepare part of a research proposal that covers the following areas
 - i) The Title of your research [3 marks]
 - ii) Main objective of the study [2 mark]
 - iii) Three specific objectives [3 marks]
 - iv) Three corresponding research Hypotheses [3 marks]
 - v) Likely limitations to the study [3 marks]
 - vi) A theory upon which your study could be based [3 marks]
 - vii) A conceptual framework for the study indicating the relevant variables [3 marks]
 - viii) Methodology covering research design, target population, sample size and sampling procedure, Instruments of data collection including their reliability and validity tests, method of analysis [15 marks]

QUESTION TWO

- a) Describe any five reasons why a critical review of literature is important [10 marks]
- b) Describe how you would undertake literature review in your area of interest [10 marks]

QUESTION THREE

- a) Define the term research design and explain any five salient features of a good research design [10 marks]
- b) Discuss the need for a research design in business research [10 marks]

QUESTION FOUR

- a) A Research proposal is of immense importance to both the researcher and the readers. Briefly, explain any roles played by research in society [10 marks]
- b) Describe the importance of knowing how to carry out research [10 marks]

QUESTION FIVE

- a) Describe the importance a conceptual framework in business research [6 marks]
- b) Briefly explain the different types of probabilistic and non-probabilistic sampling techniques in research [10 marks]
- a) Explain the use of the following in analyzing data [4 marks]
 - i) Standard deviation
 - ii) ANOVA
 - iii) Chi-square
 - iv) Correlation