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MAY- AUGUST 2021

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SCHOOL OF BUSINESS

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DEPARTMENT OF GRADUATE BUSINESS STUDIES

REGULAR PROGRAMME

CMM 701: RESEARCH SEMINAR IN HUMAN RESOURCE MANAGEMENT

Date: AUGUST 2021

Duration: 3 Hours

INSTRUCTIONS: Answer ALL Questions

Q1. Despite a consistent pattern in the spread and effects of Covid 19 pandemic in Asia, Europe and the West, Africa was caught 'unawares' with a huge effect on organization's operations and more so the workforce. Organizations reacted differently to the 'lock downs' that ensued, with some opting to close and send away their workforce, while others scaled down their operations or even required employees to work from home or even report to work in shifts. All this affected the employees' benefits and remuneration in one way or another.

As a HRM researcher who is interested in such an area of study;

- a) Come up with an appropriate title for the a study **(4 marks)**
- b) Formulate an abstract to this study **(6 marks)**
- c) Formulate a statement of the problem **(6 marks)**
- d) Formulate relevant research questions **(4 marks)**
- e) Design the conceptual framework for the study **(4 marks)**

f) Suggest the theories you would use for the study and give Justification for the choice. **(6 marks)**

Q.2 a) Re-write the following references into the APA format of referencing

i) D'Art D, Turner T. Profit sharing and employee share ownership in Ireland: A new departure?. *Economic and Industrial Democracy*.2006 Nov;27(4):543-64. **(2 marks)**

ii) Kozlowski, S.W., Chao, G.T., Grand, J.A., Braun, M.T. and Kuljanin, G.,2013. Advancing multilevel research design: Capturing the dynamics of emergence. *Organizational research methods*, 16(4), pp.581-615. **(2 marks)**

b) Explain the rules applicable to the usage of 'et al.' in citations as per the APA format. **(2 marks)**

c) Describe the multi-stage sampling technique and explain the circumstances it is best used. **(4 marks)**

Q.3. Critically analyze the journal article by Bett, Njogu and Karanja (2019) under the following headings.

- a) Theoretical and empirical literature **(5 marks)**
- b) Methodology **(5 marks)**
- c) Population and Sampling **(5 marks)**
- d) Discussion and recommendations **(5 marks)**

END