

Uva Wellassa University

Faculty of Management

Degree of Bachelor of Business Management in Entrepreneurship and Management

THIRD YEAR SECOND SEMESTER EXAMINATION –DECEMBER/JANUARY -2016

EMG 324-2 Research Methodology



Instructions to candidates:

No. of pages	: Five (05)
No. of questions	: Three (03) Part A Four (04) Part B
Time	: Two (2) Hours
Marks allocated	: 100 Marks



Part A

Answer only two (02) questions including question number one (01).

Total Marks for Part A - 50

1.

The work–family conflict issue has received increasing research attention over the past three decades due to contemporary demographic trends and social transformations in the workforce. Employees today are experiencing more difficulties than ever in balancing work and family roles. As a form of inter-role conflict, work–family conflict occurs when work interferes with family demands or family interferes with work responsibilities (Greenhaus and Beutell, 1985). Work–family conflict has both work- and family-related consequences such as work performance, job and life satisfaction, burnout, absenteeism, psychological well-being and dissatisfaction within the family domain (Frone, 2003; Greenhaus and Parasuraman, 1999; Kossek and Ozeki, 1998). Thus, researchers have attempted to understand the possible antecedents that affect work–family conflict in the recent decades (e.g. Ahuja et al., 2007; Byron, 2005; Cinamon et al., 2007; Frone et al., 1997; Parasuraman and Simmers, 2001; Voydanoff, 2005).

Organizational support theory has posited that individuals develop general views concerning to what extent their organizations appreciate their contributions and are concerned about their well-being (Eisenberger et al., 1986). Though much is now known about the antecedents and consequences of work–family conflict, relatively little research has focused on the role of perceived organizational support in work–family conflict. Several scholars have argued that perceived organizational support has a positive impact on work–family conflict (e.g. Casper et al., 2002; Dixon and Sagas, 2007; Foley et al., 2005).

Role workload is a significant stressor associated with various outcomes. There has been considerable published research on role overload and its impact on the psychological and behavioural outcomes of employees such as organizational commitment and absenteeism (Duxbury and Higgins, 2001; Mulki et al., 2006). However, to our knowledge among the published empirical studies, only three have examined a potential effect of role overload on work-family conflict (Aminah, 2010; Foley et al., 2005; Greenhaus and Beutell, 1985).

The purpose of the current study is fourfold. First, we aimed to explore the impact of perceived organizational support on work-family conflict. Second, we extended the work-family conflict literature by modelling the effects of perceived organizational support and role overload as a role stressor using structural equation modelling. Third, we addressed the gaps in work-family conflict and organizational support literature by examining the mediating role of role overload (to our knowledge, no study has tested this relationship so far). Fourth, the present study attempted to contribute to the growing literature by using a Turkish sample, as most of the previous studies on the main antecedents of work-family conflict were conducted in western societies.

As Eisenberger et al. (1986) argued, an employee who perceives high organizational support is inclined to demonstrate favourable work behaviours. From this point of view, we propose that the effects of both WFC (Work Family Conflict) and FWC (Family Work Conflict) may influence the relationship between employee and organization negatively. This is owing to the fact that, when employees have family-friendly policies or flexible work arrangements as organizational support, they will be inclined to have less WFC. Also, an organization's positive response to illnesses and family needs (e.g. an employee missing work due to childcare issues) is also likely to lessen the FWC level of employees. Recent studies have shown that there is a significant relationship between perceived organizational support and work-family conflict (Casper et al., 2002; Dixon and Sagas, 2007; Erdwins et al., 2001; Foley et al., 2005; Grant-Vallone and Ensher, 2001; Shaffer et al., 2001).

Further, the studies examining role stressors have consistently shown a positive relationship between work role stressors (e.g. role ambiguity, role conflict and role overload) and WFC (Fu and Shaffer, 2001; Greenhaus and Beutell, 1985; Jones and Butler, 1980; Kopelman et al., 1983; Voydanoff, 1989). Role workload is a significant stressor related to important variables. For example, Coverman (1989) found that excessive role overload is associated with reduced employee well-being. Employees who perceive that their workload is more than they can cope with face greater work-family conflict (Aminah, 2010; Greenhaus

and Beutell, 1985; Lingard and Francis, 2006). A significant relationship between role overload and work-family conflict and family-work conflict was reported in a sample of junior physicians by Aminah (2010) and among Hong Kong Chinese employees by Foley et al. (2005).

Perceived organizational support may also have a negative effect on the role overload of employees who perceive high levels of support due to better resources or information to help them cope with problems; they are not likely to have a stressful situation and their role overload will be diminished (Grant-Vallone and Ensher, 2001). In the existing literature, to our knowledge there are only two studies that investigate the relationship between perceived organizational support (POS) and role overload. Foley et al. (2005) found a negative relationship between role overload and perceived organizational support. In a more recent study, Panaccio and Vandenberghe (2009) reported that POS was significantly negatively related to role ambiguity and role conflict.

Gurbuz, Turunc and Celik (2012)

Questions

- a) Based on the above information, find out the problem of the research and specify the types of research gaps it tries to fulfill.
(06 Marks)
 - b) According to the above research article, develop research questions in order to fulfill the research gap.
(05 Marks)
 - c) Based on the above literature, develop **five (05)** hypothesis.
(09 Marks)
 - d) According to the hypothesis draw the conceptual model.
(10 Marks)
- (Total 30 Marks)**

2.

- a) Differentiate quantitative and qualitative research methods with suitable examples.
(08 Marks)
- b) Explain the basic essential characteristics of hypothesis.
(04 Marks)



c) Discuss seven units of theory?

(08 Marks)

(Total 20 Marks)

3.

a) Differentiate “independent”, “dependent”, “intervening” and “Extraneous” variables with suitable examples in research context.

(10 Marks)

b) State whether the following statements are **inductive** or **deductive**

i) All dogs are mammals, all mammals have worm-blood; therefore all dogs have worm-blood.

ii) Saman just moved from Sri Lanka to India. Saman has black hair, therefore people from Sri Lanka have black hair.

iii) Perera is an excellent swimmer. Perera's family has a swimming pool. Perera's sister Vasantha must also be an excellent swimmer.

iv) All cats have a keen sense of smell. Mihiri is a cat, so Mihiri has a keen sense of smell.

v) Aravinda is a cricket player. All cricket players weigh more than 56 Kgs. Aravinda weighs more than 56 Kgs.

vi) Since all squares are rectangles, and all rectangles have four sides, so all squares have four sides.

vii) All cars have four wheels and a Ford Focus is a car, so the Ford Focus has four wheels.

viii) The apple hit me on the head because of gravity.

ix) The table in the living room is yellow. The table in the dining room is yellow. The table in the bedroom is yellow. All tables in the house are yellow.

x) Two-thirds of the students at Uva Wellassa University receive Bursary. Therefore, two-thirds of all university students receive Bursary.

(10 Marks)

(Total 20 marks)

Part B

Answer three questions including question number 1 (ONE)

Total Marks for Part B - 50

4. Write short notes on following topics. (4 marks for each)

- a) Journal publication
- b) Citations
- c) Sampling frame
- d) Research objectives
- e) Plagiarism

(20 marks)

5. "Personal interview method is one of the most reliable methods to collect data for a research even though the cost attached is high. When compared with other data collection methods interview method is not popular among social science researchers." State whether you agree or disagree with this statement by comparing with other data collection methods.

(15 marks)

6. Differentiate between Snow Ball sampling, Systematic sampling and Judgmental sampling methods. Elaborate your answer by stating the applicability and importance of these methods with examples.

(15 marks)

7. "Identifying the research gap is the foundation of a good research study. Research gap then leads for the research questions where the ultimate objective of the study lies upon to fill the research gap." Discuss this statement.

(15 marks)

