

Answer all 5 questions.

Allocated Time: 03 hours

Q1. Read the following case study and answer the questions given below:

ABSTRACT

Sustainability is a major global concern and there has been increased pressure on organizations from the stakeholders to broaden the focus of business performance beyond financial performance. Companies should have a balance among financial, social and environmental performance in order to be competitive and survive in the long term. Committed employees are the key asset of every organization and organizations can engage employees in improving their sustainable performance. This paper aims to provide empirical evidence of the impact of organizational environmental support on organizational sustainable performance with the mediating role of employee green behaviour within the selected commercial banks in the Batticaloa Region of Sri Lanka. Data collection was made from 173 employees who are working in commercial banks in the Batticaloa Region of Sri Lanka. Univariate, bivariate, and multi-step mediation analyses have been used to analyze the data. The results indicate that the employee green behaviour significantly mediates the relationship between organizational environmental support and organizational sustainable performance. The research concerns the understanding of various environmental support initiatives and sustainable performance from the viewpoint of employees in the banking sector at imparting employee green behaviour as one of the important factors to meet challenges relevant to environmental sustainability in the dynamic banking sector. This study contributes to the field by bringing together the concepts of employee green behaviour with organizational environmental support and organizational sustainable performance in the context of the Sri Lankan banking sector and suggests the banks provide resources and a supportive environment for the employees to implement eco-initiatives.

Based on the given abstract answer the following questions:

- a) **Suggest** a research title for the given abstract and **identify** different variables of the study with appropriate labels. (04 Marks)
- b) **Suggest** four mechanisms that the current researchers would have use to effectively define the problem of the research. (04 Marks)
- c) **Develop** five research questions that could be used as guide to this study. (05 Marks)

- d) Based on the above abstract, *sketch* an appropriate conceptual framework. (04 Marks)
- e) “Researchers cannot hypothesize hypotheses”.
- i) Based on the conclusion in this abstract *construct* the four alternative hypotheses. (04 Marks)
- ii) *List* four sources that would have use in constructing hypotheses of the study. (04 Marks)
- f) *Indicate* the analysis tool/s in SPSS which have been used to analyze the data. (03 Marks)
- (Total 28 Marks)**

Q2.

- a) Briefly *explain* the following hallmarks of scientific research;
- i) Generalizability
- ii) Replicability
- iii) Purposiveness (06 Marks)
- b) *Distinguish* the types of research “exploratory research” and “comparative research” with appropriate examples. (06 Marks)
- c) “Research problem is the gap between actual and the desired ideal states”.
- i) *Argue* how a research problem can be justified by research gap. (03 Marks)
- ii) Briefly *explain* how a researcher would use “methodological gap” in a research problem. (03 Marks)
- (Total 18 Marks)**

Q3.

- a) *Illustrate* four purposes of literature review in HRM research. (04 Marks)
- b) *Examine* at what stage in the research process would a literature review be useful for a study investigating the relationship between leadership styles and employee satisfaction. (04 marks)
- c) Research design is often referred to as the "blueprint" for a study. Critically *comment* on this statement. (04 Marks)
- d) *Discuss* the three factors that influence the researchers to choose in between interviews and questionnaire. (03 Marks)
- e) *Highlight* any three different types of measurement scales used to measure subjective variable objectively. (03 Marks)
- (Total 18 Marks)**

Q4.

- a) *Outline* the six basic aspects/elements of a design in HRM research. (06 Marks)

- b) The incident of sexual harassment in private sector organizations appears to be an under-stated phenomenon. As a researcher investigate this issue, comment on the following:
- i) What research design (qualitative or quantitative methods) is most appropriate for investigating the underreporting of sexual harassment in private sector organizations? *Justify* your choice. (04 Marks)
 - ii) *State* the sampling method that would be most effective for selecting participants in this study. *Debate* the strengths and limitations of your chosen sampling strategy. (05 Marks)
 - iii) *Illustrate* an ideal data collection method you would employ to investigate this issue and provide a *rationale* for your chosen method. (03 Marks)
- (Total 18 Marks)**

Q5.

- a) Assume that you are conducting a study at a tech company to explore the relationship between employee job satisfaction and work-life balance. The company has been experiencing high turnover rates, and management suspects that the work-life balance might be a contributing factor to employee dissatisfaction and subsequent turnover.
- i) How would you *interpret* a Pearson correlation coefficient of 0.65 ($p = 0.036$) between job satisfaction and work-life balance? (03 Marks)
 - ii) *Explain* how you would determine if the correlation between job satisfaction and work-life balance is statistically significant. (03 Marks)
 - iii) *Infer* three potential moderating variables which might affect the correlation between job satisfaction and work-life balance. (03 Marks)
 - iv) The tech company has four departments: HRM, Sales, IT, and Finance. You want to ensure that each department is adequately represented in your sample to get a balanced view of job satisfaction across the company.
Population (N) of the company = 400, decide to survey 20% of the total population. Distribution across department - HRM: 50 employees, Sales: 170 employees, IT: 80 employees and Finance: 100 employees
Calculate the sample size of the study and proportion of employees from IT department. (03 Marks)
- b) “Sound measurement must meet the test of three major considerations”.
List and *explain* three major considerations a researcher would use in evaluating the measurement tools. (06 Marks)
- (Total 18 Marks)**