



# **MURANG'A UNIVERSITY OF TECHNOLOGY**

## **SCHOOL OF BUSINESS AND ECONOMICS**

### **DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

**UNIVERSITY POSTGRADUATE EXAMINATION**

**2024/2025 ACADEMIC YEAR**

**FIRST YEAR FIRST SEMESTER EXAMINATION FOR MASTER  
OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**BHR 609 – RESEARCH METHODS**

**DURATION: 3 HOURS**

#### **INSTRUCTIONS TO CANDIDATES:**

1. Answer any FOUR questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

### **QUESTION ONE (25 MARKS)**

- a. Discuss the characteristics of a good research. (10 marks)
- b. Differentiate, with relevant examples the difference between qualitative and quantitative research. (5 marks)
- c. Explain the structure of a research proposal. (10 marks)

### **QUESTION TWO (25 MARKS)**

- a. Define the following terms as used in research; (5 marks)
  - i. Measurements
  - ii. Reliability
  - iii. Validity
  - iv. Sample size
  - v. Sample error
- b. Identify and discuss the various research instruments that can be used in research. (10 marks)
- c. Explain five conditions under which probabilistic sampling techniques may be preferred than non-probabilistic sampling techniques. (10 marks)

### **QUESTION THREE (25 MARKS)**

- a. You have been appointed as the manager of XYZ manufacturing company. You have realised that the company has been experiencing a decline in profit. You have decided to carry out an investigation on the causes of the decline. (20 marks)
  - i. Suggest a research topic.
  - ii. Suggest the objectives
  - iii. Formulate the null and the alternative hypothesis on the same
  - iv. Suggest the research instrument you will use in the investigation.
  - v. Suggest the research population for your study.
- b. Discuss the advantages of using interviews as a research instrument. (5 marks)

### **QUESTION FOUR (25 MARKS)**

Do waiters or waitress earn larger tips? To answer this question, a consultant undertook a preliminary study. The study involved measuring the pierce tag of the total bill left as a tip for one randomly selected waiter and one randomly selected waiter and one randomly selected waitress in each of the eight large restaurants during one-week period. The results are shown below.

Restaurant	Percentage of ratio of tip to total bill	
	Waiters	Waitress
1	12.3	13.1
2	9.8	10.7
3	14.2	13.3
4	7.5	8.0
5	10.2	11.0
6	11.5	11.4
7	15.6	14.8
8	12.1	13.5

- What conclusions can the consultant draw from these results. (10 marks)
- Estimate with 99% confidence the mean difference in tips between waiters and waitresses. (10 marks)
- Discuss ethical issues in a research. (5 marks)

#### **QUESTION FIVE (25 MARKS)**

- Discuss the qualities of an effective literature. (10 marks)
- Suggest five methods of sampling techniques and the advantages of each. (10 marks)
- In an ideal world, research methods would be an integral part of thoughtful management of any information agency. In light of this, highlight five purposes of research. (5 marks)