

**KIBABII UNIVERSITY COLLEGE**  
**DEPARTMENT OF BUSINESS MANAGEMENT & ECONOMICS**  
**COURSE OUTLINE**

**HRM 890 & 809: RESEARCH METHODS**

**FIRST YEAR, SEMESTER II, 2013/2014 ACADEMIC YEAR**

**INSTRUCTOR: Dr. Wanyama Kadian Wanyonyi– 0721-340-373**

(kadianwanyama@yahoo.com/kadianwanyama@gmail.com)

**Learning outcome/Objectives**

On completion of this unit, students will be able to:

- ✓ Know the meaning and purpose of research
- ✓ Identify types and sources of data for scientific research;
- ✓ Understand basic and applied research & scientific methodology overview of the research process;
- ✓ Appreciate selection & definition of research problem;
- ✓ Understand basic elements of the language of scientific research;
- ✓ Fully appreciate the nature of scientific investigation.
- ✓ Understand importance of literature review
- ✓ Develop conceptual framework and research designs
- ✓ Know determination of sample size and sampling procedures
- ✓ Construct data collection instruments, validity & reliability measures
- ✓ Understand data analysis techniques

<b>Weeks</b>	<b>Topic</b>	<b>Content</b>
1 & 2	Introduction to research methodology	<ul style="list-style-type: none"> <li>• Definitions</li> <li>• characteristics/features</li> <li>• Qualities of a researcher</li> <li>• Types of research</li> <li>• Research Approaches- quantitative &amp; qualitative</li> <li>• Importance of research methodology</li> </ul>
3	Research Process & Research Problem	<ul style="list-style-type: none"> <li>• Various steps or actions</li> <li>• Developing research problem</li> </ul>
4-5	Research design	<ul style="list-style-type: none"> <li>• Important features</li> <li>• Concepts</li> <li>• Empirical methods</li> <li>• Surveys</li> <li>• Experiments and quasi-experiments</li> <li>• Case studies and small sample research</li> <li>• Action research</li> </ul>
6	Hypothesis	<ul style="list-style-type: none"> <li>• Definition</li> <li>• Characteristics</li> <li>• Concepts/types</li> <li>• Testing</li> </ul>
7	Sampling Survey	<ul style="list-style-type: none"> <li>• Sampling unit</li> <li>• Sample size</li> <li>• Sampling procedure</li> <li>• Characteristics of a good sample design</li> <li>• Types of sample design</li> </ul>

8	Data collection methods	<ul style="list-style-type: none"> <li>• Interviews</li> <li>• Questionnaires</li> <li>• Focused Group Discussions (FGDs)</li> <li>• Observation Checklist</li> </ul>
9-10	Trustworthiness	<ul style="list-style-type: none"> <li>• Validity</li> <li>• Reliability</li> <li>• Objectivity</li> <li>• Triangulation</li> <li>• Statistical hypothesis tests</li> </ul>
11-12	Data analysis	<ul style="list-style-type: none"> <li>• Types of Measurement/measurement scales</li> <li>• Techniques for data analysis</li> <li>• Organization change and learning</li> </ul>
13-14	Proposal Writing	Format-chapter one to three

**Assessment**

Assignment	10%
CATs	<u>30%</u>
Coursework:	40%
Main Exam	<u>60%</u>
Total	<u>100%</u>

**REFERENCES**

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Miller, J. M. (2003). Content Validity, November, 2003. Nabi, G. (2001). “The relationship between HRM, social support and subjective career success among men and women”, *International Journal of Manpower*, Vol. 22, No. 5, pp. 454 – 474.

Mugenda, O. M., & Mugenda, A. G. (2003). *Research methods: Quantitative and qualitative approaches*. Nairobi: Acts Press.

Nassiuma, D. K. (2000). *Survey and sampling: Theory methods*, University of Nairobi press: Nairobi.

Robson, C. (2002). *Real World Research* (2<sup>nd</sup> edition). Oxford: Blackwell