Course Title: **HR Research Methods**   Max. Marks: **100**
Course Code: **MHRM 401**   Time Allowed: **3 hrs.**

Section – A

All questions in this section are compulsory. Each question carries 1 mark.

1. If the study is repeated over an extended period, then the study is called as _____
   a) Cross sectional study
   b) Descriptive study
   c) Time series analysis/study
   d) Longitudinal study

2. Respondents are asked to rate an attitude object on a number of multiple-point rating scales bounded at each end by one of two bipolar adjectives or phrases. This type of question is called:
   a) Dichotomous
   b) A semantic differential
   c) Rating scale
   d) A Likert scale

3. The contact method that minimizes interviewer bias is:
   a) Mail
   b) Telephone
   c) Focus group
   d) Personal interview

4. Which data collection techniques cannot study attitudes?
   a) Observation
   b) Mail survey
   c) Semantic differential
   d) Multidimensional scaling

5. Which type of sampling uses whoever seems to be available-
   a) Stratified sampling
   b) Area sampling
   c) Quota sampling
   d) Convenience sampling

6. _____ sampling is especially useful when you are trying to reach population that are inaccessible or hard to find.
   a) Convenience sampling
   b) Quota sampling
   c) Snowball sampling
   d) All of the above

7. The quality of a research to produce almost identical results in successive repeated trials reflects it's

a) Reliability
b) Validity
c) Accuracy
d) Predictability

8. An easy reference about the sources of the data through which the research has been compiled is provided by the
   a) Footnotes
   b) Executive summary
   c) Introduction
   d) Bibliography

9. A critical review of the information, pertaining to the research study, already available in various sources is called
   a) Research review
   b) Research design
   c) Data review
   d) Literature review

10. The inclusion of open-ended questions on many questionnaire means that a significant amount of _____ data is also collected.
   a) secondary
   b) quantitative
   c) qualitative
   d) primary

Section – B
Attempt any five questions out of eight. Each question carries 6 marks.

Q No. 11 What is the significance of Hr research in today's era of workforce diversity?

Q No. 12 Define validity. Is it different from reliability?

Q No. 13 What do you understand by scale reliability?

Q No. 14 What are sampling and non-sampling errors?

Q No. 15 Briefly explain the sources of secondary data collection.

Q No. 16 What are the characteristics of hypothesis?

Q No. 17 What do you understand by Common Factor Analysis?

Q No. 18 Write a note on web-based information sources in management.

Section – C
Attempt any five questions selecting one from each unit. Each question carries 12 marks.

Unit – I

Q No. 19 Discuss in detail the errors that are likely to creep in while conducting HR research.

Q No. 20 What are the steps involved in pursuing HR research process?

Unit – II

Q No. 21 Define validity. Explain construct validity and its significance for judging the quality of analysis in any HR study.

Q No. 22 Explain the importance of scaling techniques in measuring talent management in telecom industry.

Unit – III

Pg ʊ 2

Q No. 23 Explain various non-probability sampling techniques. Support your answer with appropriate examples of HR domain.

Q No. 24 What is sample size? Discuss the procedure required to select a sample.

Unit – IV

Q No. 25 What are the important terms used while interpreting the results of EFA?

Q No. 26 Explain in detail the relevance of EFA and CFA in the HR research process.

Unit – V

Q No. 27 Discuss in detail the layout of HR research report. Support your answer with suitable examples.

Q No. 28 Write short note on APA referencing. Also explain web-based information sources in search engines.