



The University of Fiji
(An Entity of Arya Pratinidhi Sabha of Fiji)



SCHOOL OF BUSINESS AND ECONOMICS

Semester 2, 2025

FINAL EXAMINATION PAPER

MGT407: RESEARCH METHODOLOGY

Important Instructions to Students:

1. Read the questions, instructions carefully and answer the questions.
2. You are allowed an **extra 10 minutes reading time** (during this time, you are not allowed to write with pen) and **180 minutes (3 Hours) to complete this paper**.
3. Silent, non-programmable calculators are allowed, but not supplied.
4. Write all your answers in the answer booklet provided. If you need extra sheets, please ask from the supervisor. Write your name, course code and student identification number in the answer booklet and in the attendance sheet.
5. This paper contains two (2) sections A and B. All questions are compulsory to answer.
6. Write all your answers legibly. The marker has the right to award zero for answers that are not legible.
7. This is a **Closed Book Examination**. The University views plagiarism, cheating and dishonest practice as serious offences and if found, offenders are penalized.

Examination Paper Content (Format):

<u>Section</u>	<u>Question</u>	<u>Content</u>	<u>Marks</u>	<u>Suggested Time</u>
A	1-8	Discussion Questions (Compulsory)	70	120 minutes
B	9-12	Analytical Questions (Compulsory)	30	60 Minutes
		TOTAL	100	180 Minutes

SECTION A**DISCUSSION QUESTIONS****(70 MARKS)**

Answer ALL the questions in this section.

1. Discuss common method bias. Discuss two ways of resolving this bias. (8 Marks)
2. The following is a map of a community in Saweni. Each square box is a household (some households are attached together). You have been hired as a research consultant to do a probability sampling of the following community (enclosed with a black mark). There are 49 households in this target population.



(Source: Google Maps)

- (i) You are to select ten (10) households as respondents based on probability sampling. In your answer book, provide a step-by-step, detailed explanation of how you will select the 10 households as respondents based on probability sampling. State the name of the probability sampling method you are adopting. (2+2+2 = 6 Marks)
- (ii) How would you choose the 10 respondents using another probability sampling method (apart from the one stated in (i) above). (4 Marks)

- (iii) If you were to use non-probability sampling to select 10 respondents, state the method you would use and provide a detailed explanation of how you would go about the selection. (4 Marks)
- (iv) Suppose there is a similar but smaller community about two kilometres away from the above community. Which method would you use to select respondents if you were to select 10 respondents from the two communities? (4 Marks)
3. Explain why error terms are used in conceptual models. (6 Marks)
4. Discuss two advantages and two disadvantages of hiring an external researcher to conduct research in a company. (8 Marks)
5. Draw a conceptual model using the following information:
- Independent variables: Quality of Staff, Quality of Facilities and University Environment
 - Dependent Variable: Student Satisfaction
 - Two questions measure each variable
- (Hint: Include independent variables, dependent variables, constructs, arrows and all aspects that a conceptual model should have. (8 Marks)
6. Discuss the four (4) ethical issues guidelines that a researcher must follow when conducting research. (8 Marks)
7. While conducting a literature review, you came across the following paper from 2025, which is relevant to your study.

Informal workers' perceptions of retirement planning in developing countries

Navneel Shalendra Prasad , Amit Prakash , Nikeel Nishkar Kumar 

Published: April 15, 2025 • <https://doi.org/10.1371/journal.pone.0321214>

Article	Authors	Metrics	Comments	Media Coverage	Peer Review
					

Abstract

Introduction
Literature review
Data and methods
Results
Conclusion
Supporting information
References

Reader Comments
Figures

Abstract

In this study, we examine the perceptions of informal workers toward retirement planning in developing countries. Specifically, we examine vegetable market vendors' perceptions of the local superannuation fund, namely the Fiji National Provident Fund (FNPF) in the Western division of Fiji, where agriculture is predominant. The research aims to address the gap in the literature concerning nest egg savings options for the part of the population for whom superannuation contributions are not mandatory. Nest eggs savings are savings and investments for huge financial goals such as retirement. Generally, respondents had a positive outlook on the FNPF, and most responded that they would prefer a tailor-made retirement plan suited to the income and livelihood of market vendors. Specifically, as self-employed people, market vendors are keen for a specialized system of voluntary contributions towards their FNPF accounts that bypasses the mandatory joint-contributions from employers. We also find that age, gender, duration as a market vendor, and other savings avenues are vital for accessibility to financial services offered by the FNPF. We also find that while market vendors are aware of saving and saving benefits with FNPF, there is a lack of intention for them to adopt the current FNPF product. Policymakers must, therefore, develop FNPF products to cater for the needs of market vendors recognizing self-employment and the voluntary nature of contributions.

Summarise the above abstract in one to two (1-2) sentences as you would do in the literature review of your paper. Include the in-text reference as well. (6 Marks)

8. In correlation, high ice cream sales can be highly correlated with drowning. This means that when people have a lot of ice cream, they are likely to drown. This, however, is not true in reality.

a) Explain the underlying theme that shows a high correlation between ice cream sales and drowning cases. (4 Marks)

b) What does this example demonstrate about correlations? (4 Marks)

SECTION B

ANALYTICAL QUESTIONS

(30 MARKS)

Answer ALL the questions in this section.

9. The following are the descriptive statistics of a research study. Refer to the table below and answer the questions that follow.

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Gender	40	1.00	2.00	1.50	0.51
Performance	40	56	82	68.45	6.04
Salary	40	35000	47000	39800.00	3442.77
Communication Skills	40	56	82	69.30	8.87
IQ Score	40	100	108	103.90	2.55

(i) Which of the above variable(s) can be classified as demographic variable(s)?
(2 Marks)

(ii) What is the mean of Gender? If 1 was assigned to Males and 2 was assigned to Females, which Gender had more respondents in this study?
(2 + 2 = 4 Marks)

(iii) How many respondents did this study have?
(2 Marks)

(iv) What is the Mean for Salary, and what can you interpret from it? (2 + 2 = 4 Marks)

10. The following are the correlations of a study. Refer to the table below and answer the questions that follow.

Correlations				
	Performance	Salary	Communication Skills	IQ Score
Performance	1			
Salary	0.67	1		
Communication Skills	-0.64	0.28	1	
IQ Score	0.42	-0.02	0.36	1

(i) State and explain the two relationships you can interpret from the above table. (Hint: Only report those that are 0.6 or above or less than minus 0.6)
(2 + 4 = 6 Marks)

(ii) Discuss the possible research that is being conducted using these variables. Be as specific as possible. (Hint: What are the possible dependent variable and independent variable(s))
(4 Marks)

11. The following are the regression results of a research study. The researchers are trying to study whether salary, communication skills and IQ Score lead to Employee Performance. Refer to the table below and answer the questions that follow.

Regression Statistics	
Multiple R	0.78
R Square	0.66
Adjusted R Square	0.58
Standard Error	6.72
Observations	40

The R^2 for this study is 0.66. Explain what this means based on the details provided.

(2 Marks)

12. The following are the coefficients from a regression analysis. Refer to the table below and answer the questions that follow.

	Coefficients	Standard Error	t Stat	P-value
Intercept	54.39	6.60	8.24	0.08
Leaves	5.20	1.56	3.34	0.00
Salary	-0.87	2.15	-0.41	0.69
Benefits	0.64	1.87	0.34	0.73
Medical Insurance	2.05	1.87	1.10	0.28

a) Discuss which variables (if any) significantly predict the dependent variable.

(2 Marks)

b) What could be the possible dependent variable of this study?

(1 Mark)

c) State the coefficient of the significant variable and explain what it means (Show working).

(3 Marks)

THE END!