Topic 2

Reviewing The Literature: Finding Topics of Research
The Need for a Framework

The conceptual/theoretical framework is a logically developed, described and elaborated network of associations among concepts or variables deemed relevant to the problem situation.
The Conceptual Framework

1. Concepts raised in preliminary investigation
2. Concepts difficult to operationalise
3. Defines the concepts as clearly as possible
4. Shows possible links among concepts
5. Often indicates quantitative research
**Dependent variable**
(criterion)
- Primary interest to the research.
- Main variables that lends itself as a viable factor for investigation.

**Independent variables**
(predictor)
- One that influences the dependent variable +ve / -ve way.
- IV is manipulated.
- When IV ↑ = effect DV ↑ or ↓

**Moderating variable/s**
- One that has a strong contingent effect on the IV-DV relationship.
- presence of MV modifies the original relationship of IV-DV.

**Mediating variable/s**
- One that surfaces between the time the IV operate to influence DV and its impact on DV.
- A product of IV and a cause of DV
- Helps to conceptualize and explain the influence of the IV on the DV.
Research / Conceptual Framework

- Communication among cockpit members
- Communication between ground control and cockpit
- Decentralisation
- Training of cockpit crew

- Air-safety violations
- Nervousness and diffidence

Independent variables
Intervening variable
Dependent variable
Research / Conceptual Framework

- Communication among cockpit members
- Communication between ground control and cockpit
- Decentralisation

- Air-safety violations
- Training

Independent variables
Moderating variable
Dependent variable
Components of Theoretical Framework

1. Relevant variables to the study
2. Relationship among the variables
3. Nature and direction of the relationship

- Clear explanation – why we would expect these relationships to exist.
- Schematic diagram of the theoretical framework
Types of Research

From the viewpoint of

- Application
  - Pure research
  - Descriptive research
  - Exploratory research
  - Qualitative research
  - Applied research

- Objectives
  - Correlational research
  - Explanatory research

- Enquiry mode
  - Quantitative research
Types of The Paradigm of Enquiry

Paradigm – Frames of reference we use to organize our observation and reasoning.

(a) Deductive Reasoning
- Develop theory
- Formulate hypotheses
- Collect and Analyse data
- Accept/reject hypotheses

(b) Inductive Reasoning
- Observe phenomena
- Analyse patterns and themes
- Formulate relationships
- Develop theory
5 Steps in Conducting Literature Review

STEP 1
Identify key terms

STEP 2
Locate literature

STEP 3
Critically evaluate & select literature

STEP 4
Organize the literature

STEP 5
• Develop problem statement
• Write a literature review
Step 1 – Identify key terms

• Write a working title (this can be revised)
  - select your key-words
• Pose general research question
• Use words reported by authors in the literature
Step 2 – Locate the literature

- Use both primary & secondary sources
  - Primary: literature reported by individual who actually conduct the research
  - Secondary: literature that summarizes primary source (e.g. A Meta-Analysis study)

- Different type of literature
  - Journals, books, newspaper, proceeding, encyclopedia, dictionary
  - Online database (e.g. Sage, EbscoHost, Proquest, Emerald)
Chapter 6
Coping with Job Transitions over the Work Life

John R. Rudisill, Jean M. Edwards, Paul J. Hershberger, Joyce E. Jadwin, and John M. McKee

A job transition is a process involving a number of steps, including thinking about goals and skills, evaluating the potential job market, conducting the job search, managing personal reactions, and negotiating entry into the new organization. As both a common and impactful transition of modern life, it is important to examine the factors associated with coping with job transitions. Specifically, we would like to consider the societal changes in the current work context, and the research evidence indicating job transitions can be significant life stressors. We then examine the role that coping plays in the transition process, and outline our mediation model of antecedents, coping and outcomes. Case studies of job transitions at four points in the work-life are presented to illustrate the model. We search for common themes and issues in the process of job transitions across the work-life, and raise questions regarding how these may be uniquely played out at different points in an individual’s life. The implications for the professional’s role in helping individuals and organizations facilitate transitions are discussed. Finally, we present directions for future research.

The Changing Context of Job Transitions

The context of job transitions has changed dramatically over the last decade. In response to the competitive pressures of the global economy, deregulation, technological innovation, and profitable quarterly returns, many employers have emphasized productivity and reduction of costs at the expense of employee stress and strain. Major changes include the following:
A Meta-Analysis of Antecedents and Correlates of Employee Turnover: Update, Moderator Tests, and Research Implications for the Next Millennium

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Stefan Gaertner  
Georgia State University

This article reports the results of a comprehensive meta-analysis of turnover antecedents, extending an earlier one by Hom and Griffeth (1995). As such, this updated meta-analysis represents the most wide-ranging quantitative review to date of the predictive strength of numerous turnover antecedents. Importantly, the present investigation identifies various moderators of antecedent-turnover correlations. The implications of these findings for both theory and practice are discussed. © 2000 Elsevier Science Inc. All rights reserved.

As we enter the new millennium, a final review of turnover research conducted in the 20th century is warranted. Specifically, this review updates and refines our previous meta-analysis (Hom & Griffeth, 1995). Until that time, the 1995 meta-analysis represented a more thorough review than other turnover meta-analyses, which generally examined a few predictors. It also extended Cotton and Tuttle’s (1986) first large-scale meta-analysis by estimating the size and variability of predictor-quit relationships rather than only their statistical reliability. The current meta-analysis summarizes the numerous studies published since Hom and Griffeth’s (1995) review including all studies conducted during the past decade. Given 500 correlations from 42 studies in the 1990s, this updated meta-analysis may change Hom and Griffeth’s meta-analytic estimates. Going beyond Hom and Griffeth’s review (Hom & Griffeth, 1995), we further specify various moderators of antecedent-turnover relationships. This earlier meta-analysis only carried out omnibus moderator tests without pinpointing which moder-
Step 3 – Critically evaluate & select the literature

• Is it good, accurate source?
  - Refereed journals, non-refereed journals, books

• Is it relevant?
  - Topic, context, problem, accessibility
Step 4 – Organize the literature

- Xerox, download, filing
- Take note, abstracting studies
- Literature map
Step 5 – Write a literature

- Format of writing
- Referencing style
- Type of literature review
  - Thematic review
    * Literature documents the theme identified by researcher
    * Discuss only major ideas or result of study (used frequently in writing journal articles)
  - Study-by-study review
    * Detailed review of each study
    * Studies group by themes
    * Summaries linked by transitional sentences and organized under subheadings

- Write a concluding statement.
Intercountry adoption in Western Australia

(A profile of adoptive families)

The literature was reviewed under the following themes:

• Introduction (introductory remarks about adoption)
• History and philosophy of adoption
• Reasons for adoption
• Trends in adoption (global and national)
• Intercountry adoption
• History of intercountry adoption in Western Australia
• Trends in intercountry adoption in Western Australia
• The Adoption Act in Western Australia
• The adoption process in Western Australia
• Problems and issues in adoption
• Gaps in the literature (in this case it was a lack of information about those parents who had adopted children from other countries that became the basis of the study)
Abstract Review

- **Abstract** = A brief description of a research study that appears at the beginning of a journal article

- **Types of Journal Article:**
  i) *Research Articles* – describe original research findings, usually of one particular project or study. They generally include methodology, findings & recommendations.
  ii) *Literature/Research Review Articles (Concept Paper)* – survey previously published literature on particular topic. Often the title abstract will include phrases such as “review of the literature”, “literature review”, or the abstract will include a phrase such as “discusses the literature”.

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*With Knowledge We Serve*
Predicting Malaysian managers’ objective and subjective career success

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Compared with the extensive research on managerial career in the west, little has emerged from Asia. This study reports an investigation of the determinants of objective and subjective career success of managers working in the Malaysian public sector. Surveys were received from 288 managers of various managerial grades. The findings revealed that managers’ objective and subjective career success were predicted by different variables. Objective career success was predicted by human capital and demographic variables. Subjective career success was predicted by structural variables, individual variables, and demographic variables. The implications for research and practice are highlighted.

Keywords: human capital and demographic variables; Malaysia; objective and subjective career success; public sector managers