DCE3002 Metodologi Penyelidikan

Pembentukan Objektif Kajian
(Formulation of Research Objectives)

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How Research Objective is formulated

Common Research Problem:
• Lack of Research
• Some of the phenomena is still unexplained
• Inconsistencies in findings
• Methodological problem in mist research

By getting answers to those research questions, the study goals are met and a contribution towards solving the problem is made (Leedy & Ormrod, 2005 in Ellis & Levy, 2008).
The formulation of objectives

Objectives are goals set to attain your study.

- Guide the research process
- Inform reader what you want to achieve through your study.

2 types of objectives:
- General/Main Objective – overall statement of the purpose of study.
- Sub-objective/Specific Objective – Specific aspect that you want to study.

General objective

1. A statement for the main trust/focus of a study.
2. Usually represent the whole specific objectives
3. Consist of variables of the study, the subjects and organization where the study is conducted
4. Initial words usually in a general form. Example:
   - To study, to investigate, to survey

The purpose of this study is to investigate psychological contract breach and its effect on employee turnover intention.
Specific Objective

- Specific aspect that the researcher topic of study.
- Should be numerically listed
- Should be clearly worded.
- Use action-oriented words or verbs such as:
  - To describe, examine, to explain, to determine, to measure, to explore, to understand, to compare
    1. **To explore** – develop an initial rough description or understanding of the phenomenon of study. (new area)
    2. **To describe** – provide detailed account or report the characteristics or population/sample/phenomenon.
    3. **To explain** – to establish the factors/elements that are responsible for producing the state of the phenomenon.
    4. **To understand** – to establish reasons for the occurrence of an event.
    5. **To evaluate** – to monitor social phenomenon/ program – to assess whether have achieved the desired outcome. (see: Blaikie, 2003)

Characteristics of objectives (Kumar, 2005)

- Clear
- Complete
- Specific
- Identify the main variables to be correlated
- Identify the direction of the relationship

**Descriptive studies**

**Correlational studies (experimental and non-experimental)**

**Hypothesis-testing studies**
Elements of a Quantitative Purpose Statement

- A *quantitative purpose statement* identifies the variables, their relationship, and the participants and site for research
- Guidelines for writing
  - Use a single sentence
  - Use wording such as *The purpose of this study* . . .
  - Use quantitative words (e.g., “relate,” “compare,” “describe”) to describe the relationships between variables

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Elements of Qualitative Purpose Statement

- A single sentence
- A statement such as, “The purpose of this study”
- The central phenomenon
- A statement identifying the type of qualitative design
- Qualitative words (e.g., “explore,” “understand,” “discover”)
- The participants
- The research site
Explaining/Predicting Variables (Quantitative study) vs. Exploring or Understanding a Central Phenomenon (Qualitative study)

**Quantitative**
Explaining or Predicting Variables

- The independent variable (X) influences a dependent variable (Y)

**Qualitative**
Understanding or Exploring a Central Phenomenon

- In-depth understanding of Y; external forces shape and are shaped by Y

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Sample – Quantitative study topic

The relationship between psychological contract breach and employee deviance: The moderating role of hostile attributional style

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Much research has demonstrated that psychological contract breach may lead to employees’ negative cognitive or emotional reactions (e.g., dissatisfaction, frustration, anxiety, and anger), which in turn may trigger employees’ display of negative job behaviors, such as discretionary absenteeism (De Buyser, Besemer, & Walsh, 2006), actual turnover (Robinson, 1996), and job neglect (Lo & Ayee, 2003; Turnley & Feldman, 1999). These negative job behaviors may give rise to enormous costs for the organizations, such as loss of working days due to absenteeism, loss of training investment associated with organizational leavers, and increasing costs of recruiting, selecting, and training new hires.

In fact, much of the literature examining the effect of psychological contract breach on job behaviors has focused on employees’ withdrawal behaviors, such as absenteeism, turnover, and job neglect. However, scant research has focused on employee deviant behavior. Employee deviant behavior (or employee deviance) can be defined as an employee’s voluntary behavior that violates organizational norms and that harms organizational functioning and organizational members’ well-being (Robinson & Bennett, 1995, p. 556). Employee deviance constitutes a category of employees’ negative voluntary job behaviors which has broader coverage than that of employee withdrawal behaviors (Robinson & Bennett, 1995). Past research has demonstrated that employee deviance has imposed enormous costs on organizational performance and productivity (e.g., Bennett & Robinson, 2000). Therefore, it is important to understand employees’ reactions to psychological contract breach in order to prevent the occurrence of employee deviance. To this end, this study investigates the effects of psychological contract breach on employee deviance.

### Sample objective of study – Quantitative Study

POS, PSS, and organizational justice have been the focus of extensive research in the management literature and have been linked to various behaviors, including turnover intentions/turnover (Rhoades and Eisenberger 2002). However, no empirical research has looked at the combined effect of all three components of organizational justice, POS, and PSS on turnover. Moreover, no study has examined the combined effect of these constructs on salesperson performance and actual salesperson turnover.

The purpose of this study is to examine the effects of three dimensions of organizational justice, on salesperson POS, PSS, performance, and actual salesperson turnover in a business-to-business setting. Moreover, we examine one dimension of organizational justice—interpersonal justice—which has not been addressed in the sales force literature. Based on the literature review, the hypothesized model was developed (see Figure 1). Support for the model is presented below.
Sample – Quantitative study topic

Prepracticum Service-Learning: Examining the Relationship With Counselor Self-Efficacy and Anxiety

Sample objective of study – Quantitative Study

However, only a few studies exist on the effects of service-learning for novice students in counselor preparation. Sprinthall and Sprinthall (1977) found that undergraduate students who had service-learning types of experiences as tutors and peer counselors developed counseling skills that were on a par with those of more advanced counseling graduate students. Two studies—both qualitative in nature and which also requires student participation. This study investigated whether the responses of prepracticum counseling students who had been trained with a service-learning model varied significantly on a measure of perceived counselor self-efficacy and a measure of anxiety from prepracticum students who had not experienced service learning. We hypothesized that prepracticum service...
A qualitative approach was adopted in this study to elicit the safety obligations that would comprise a psychological contract of safety. Few researchers have used qualitative methods to investigate the content of the psychological contract and to isolate obligations. The exceptions are Conway and Briner (2002) who used a daily diary method, Guest and Conway (2002) who used interviews; Herriott, Manning, and Kidd (1997) who used critical incident technique, and Rousseau (1990) who used open-ended survey questions. Only one known study (Herriott et al., 1997) used qualitative methods to also illustrate reciprocity between employers and employees in relation to obligations.

The present research had two primary aims: (a) to provide qualitative evidence for the existence of psychological contracts of safety, and (b) to use the identified safety obligations to develop a measure of psychological contracts of safety. The specific objectives of the research were to: (a) demonstrate evidence for the existence of psychological contracts of safety through illustrations of reciprocity between employers and employees in relation to safety obligations; (b) identify other implied safety obligations; (c) use the safety obligations to develop items for a measure of psychological contracts of safety; and (d) pilot the measure.
Sample objective of study – Qualitative Study

The present research had two primary aims: (a) to provide qualitative evidence for the existence of psychological contracts of safety, and (b) to use the identified safety obligations to develop a measure of psychological contracts of safety. The specific objectives of the research were to: (a) demonstrate evidence for the existence of psychological contracts of safety through illustrations of reciprocity between employers and employees in relation to safety obligations; (b) identify other implied safety obligations; (c) use the safety obligations to develop items for a measure of psychological contracts of safety; and (d) pilot the measure.

Sample objective of study – Qualitative Study

Problem Statement

Much has been written about the issues of employee burnout and turnover in CW over the years (Caslin, Kangar, & Sioe, 1996; Drake & Yoder, 1996; Elliott & Elliott, 1997; Hofstetter, 1991; Huytsjante & Chess, 1986; Kerr, McFadden, Bauman, & Law, 1993; Leonardowksy, 2003; Midley, Elliott, Noble, Bennett, & Livermore, 1994; Mor Barak, Nisby, & Levin, 2001; Pecora, Whitaker, Mallozzi, & Barth, 2006; Russell & Hornby, 1987; Sasantrai, 1992; Walley & Green, 1992). While informative, this literature has not focused on the alternative perspective of why CW staff choose to remain employed in this difficult work context (Crolla Simik & Elliott, 2003; Dickinson & Perry, 1998; Elliott, Elliott, & Beazley, 2003; Hofmott, 1981; Huytsjante & Chess, 1991; Landomin, 2001; Neghi, 1991; Sorella, 1989; Vanecker-Kaplan, 1991).

The primary focus of this study was to explore personal and organizational factors linked to child welfare employees' attrition to a public child welfare agency (Georgia Division of Family and Children Services, DFCS) and the decision of these employees to remain employed in child welfare. Understanding characteristics of those who leave employment in child welfare was also included in the study. However, the primary focus on employee retention in CW was considered a more valuable pursuit than the continued study of employee burnout and turnover (Crolla Simik & Elliott, 2003).

Objective of study
What do you have to do as a group?

- Formulate the objective of research project.
  - General study objective:
    - The purpose of this study is to ............
  - Specific study objective:
    - Specifically this study shall:
      - Describe the level of ............ (your independent variable)
      - Describe the level of .............(your dependent variable)
      - Compare the perceptions of deviant behavior by gender
      - Determine the relationship between your independent variable) and (your dependent variable)

Kump 1: Religiosity

- General study objective:
  - The purpose of this study is to examine gender, religiosity and workplace deviance among law enforcement personnel.
- Specific study objective:
  - Specifically this study shall:
    - Describe the level of religiosity among law enforcement personnel. (your independent variable)
    - Describe the level of workplace deviance among law enforcement personnel (your dependent variable)
    - Compare the workplace deviance among law enforcement personnel by gender
    - Determine the relationship between religiosity and workplace deviance among law enforcement personnel.
Kump 2: Psychological Contract Breach

General study objective:
- The purpose of this study is to examine gender, psychological contract breach and workplace deviance among law enforcement personnel.

Specific study objective:
- Specifically this study shall:
  - Describe the level of psychological contract breach among law enforcement personnel. (your independent variable)
  - Describe the level of workplace deviance among law enforcement personnel. (your dependent variable)
  - Compare the workplace deviance among law enforcement personnel by gender
  - Determine the relationship between psychological contract breach and workplace deviance among law enforcement personnel.

Kump. 3: ethical leadership

General study objective:
- The purpose of this study is to examine gender, ethical leadership and workplace deviance among law enforcement personnel.

Specific study objective:
- Specifically this study shall:
  - Describe the perception of ethical leadership among law enforcement personnel. (your independent variable)
  - Describe the level of workplace deviance among law enforcement personnel. (your dependent variable)
  - Compare the workplace deviance among law enforcement personnel by gender
  - Determine the relationship between ethical leadership and workplace deviance among law enforcement personnel.