

## WEB PAGE FOR CHAPTER 2

### MULTIPLE CHOICE QUESTIONS

- 1 Positivist research aims to:
  - (a) uncover socially constructed meanings
  - (b) examine the positive results of change
  - (c) discover universal laws that predict human behaviour
  - (d) uncover surface illusions so people can change their world
- 2 If a research starts with a theory from which several hypotheses can be derived this research project can best be described as:
  - (a) deductive
  - (b) basic research
  - (c) applied
  - (d) inductive
- 3 In quantitative research collected data are represented by:
  - (a) numbers
  - (b) words
  - (c) theories
  - (d) hypotheses
- 4 The interpretivist paradigm is usually associated with:
  - (a) quantitative data
  - (b) deductive reasoning
  - (c) qualitative data and inductive reasoning
  - (d) qualitative data and deductive reasoning
- 5 When Human Resource Departments utilize standardized selection tests they are involved in:
  - (a) critical investigations
  - (b) the interpretative approach
  - (c) subjective appraisal
  - (d) the scientific approach
- 6 An operational definition is one that:
  - (a) provides a definition of work operations
  - (b) defines a variable in a way it can be measured
  - (c) is a critical definition
  - (d) cannot be measured
- 7 When results from the same study repeated by other researchers are the same we have:
  - (a) an operational effect
  - (b) replication
  - (c) incongruency
  - (d) a positivist paradigm
- 8 The research cycle is:
  - (a) the annual application for research grants
  - (b) the move from theory to hypothesis
  - (c) the move from data to theory
  - (d) the sequence of inductive and deductive approaches

- 9 When a subject tries to outwit the researcher we have:
- (a) an intelligent subject
  - (b) a reactive subject
  - (c) a non-conforming personality
  - (d) a reaction from the researcher

## DISCUSSION QUESTIONS

- 1 Discuss or debate in class the advantages and disadvantages of the scientific method and qualitative approaches to research.
- 2 Discuss or debate in class in which major ways the method of science differs from non-scientific methods of enquiry?
- 3 Fred Kerlinger, an American authority on research methods, once said, '*There is no such thing as qualitative data. Everything is either 1 or 0*'. Debate this statement.

## CLASS ACTIVITY

- 1 Select any population of interest and identify quantitative and qualitative variables of the population that could be selected for study.

## ANSWERS TO MULTIPLE CHOICE QUESTIONS

- 1 (c), 2 (a), 3 (a), 4 (c), 5 (d), 6 (b), 7 (b), 8 (d), 9 (b)

## ANSWERS TO MULTIPLE CHOICE QUESTIONS AT END OF CHAPTER 2

- QU 2.6. (d), 2.7 (b), 2.8 (c), 2.9 (c), 2.10 (c), 2.11 (a), 2.12 (c).