**Subject: Research techniques in HR**

**Mid Assignment/Paper**

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**Attempt all questions in your own words.**

**Q.No.1: Write detail note on Scientific Method of Research and its special features in your own words?**

Answer:

**Research:**

Research means gathering of different data, information and facts etc. and if any problem arises so as to solve that problem. Research basically means to predict, describe and explain phenomena or to further elaborate a problem.

**Scientific methods of research:**

Scientific methods are those methods in research which can be used primarily for gathering of data and information, making observations about something and prediction, and lastly concluding the results.

**Purpose or aim of the scientific methods of research:**

The main ultimate purpose of scientific methods is that how you describe, explain, gather and predict natural or observed phenomena.

**Steps of scientific methods of research:**

1. First we select a topic or area of our interest in a research study and identifying the problem.
2. To define the main objectives of the study.
3. Introducing various concepts and variables related to your study.
4. Elaborating and explaining what a hypothesis is.
5. Research design and introducing various methods for collection of data.
6. Sample and sampling techniques, population etc.
7. Analyzing and interpretation of results.
8. Discussion and recommendations of the study.

**Features:**

1. **Purpose:**

It is one of the important characteristics of research. To define the ultimate purpose of your research that is why you are doing research the reason for conducting and defining the basic idea. For a proper research to be conducted, it must have a purpose.

1. **Rigor:**

Scientific research must be conducted in a proper and planned way. For a rigorous research, it must have knowledge and data. Basically rigor is that how precise and right is your research either it be in terms of planning, gathering of data or information, interpreting and analyzing of result or end data and giving feedbacks etc.

1. **Hypothesis:**

The word hypothesis describes the relationship, link or correlation between two or more than variables. It’s basically a prediction about a study in a research.

1. **Reliability:**

It points out that how valid and precise is your scientific research.

1. **Accuracy**:

Accuracy basically means in research that how correct or right a statement is, and a study conducted without coming to the conclusion part.

1. **Parsimony:**

In simpler words it means that a scientific research must be simple which can be easily understandable. And it should also provide solutions for a problem. For any research to do it requires a lot of time and cost to conduct a proper research.

1. **Objectivity:**

Scientific research is objective in nature. Objectivity means that seeing the facts and knowledge as they are presented. It is one important factor or feature in scientific research. The data collected should be free from all biases.

1. **Generalizability:**

Generalization is that how you interpret and analyze the results of the study. Researchers don't just portray the marvels being examined, yet additionally make an effort to clarify and foresee also.

**Q. No.2:**

**Give your point of view about theory is important for research?**

Answer:

**Research**:

Research is the combination of two words. Re means again and again and search basically means to find out, finding solutions to a problem if it arises. Research means to gather the data or information, facts and figures and to find solutions for particular problems.

There are two types of research one is called basic research and the other is called applied research. Basic research is when you conduct a research for the 1st time on the already existing knowledge and your main aim is simply to expand it. Applied research is when you solve problems and find its solutions.

**Theory:**

A theory is designed in such a way so as to describe, explain and predict and however in most cases to expand the already available knowledge. A theory is very important for doing any research because it gives a framework and direction to a particular study. Theories help us in gathering relevant data for doing research and lastly it makes easier for us in finding out the end results and reaching to a conclusion.

**Theory is important for research because:**

* Theory plays an important role for research because it provides basic guidelines for conducting research.
* Theories help the researchers to find the various aspects of phenomena by simply describing the information.
* Through theories, one can identify the existing gaps in the research study.

**As Karl Jaspers** **said, “It is only when using methodologically classified sciences that we know what we know and what we do not know.”**

* Theory is important because in research one can limit and focus on more than one variable or relate with other.
* Theory is important for research as it helps us in understanding different concepts related to your study or area of research. It helps us to know about new knowledge.

**Q.No.3:**

**What are the major roles of hypothesis in research? Also explain what is concept in research?**

Answer:

**Research**:

Research includes gathering of data or information, and solving problem if any problem exists. The main purpose of research is to describe, explain and predict a circumstance.

**Types of research:**

1. **Basic research:** it is simply when you want to expand your already existing knowledge.
2. **Applied research:** finding solutions for your problems.

**Framework for research:**

Defining clearly your goals, research questions.

Adapting different strategies and using methodologies.

**Hypothesis:**

Hypothesis basically is the relationship or the correlation between two or more than two variables in a research.

Role of hypothesis in research:

Hypothesis plays an important part for any research because through this one can discover and find new areas related to your study and gather as much information as you can. Hypothesis gives guidelines and a proper direction to your research study that’s why it’s important.

Hypothesis defines your goals and objectives of your research you want to achieve.

When you clearly define and elaborate your hypothesis it gives a proper strategy to tell that what type of research you want to conduct and methodology to adopt suppose it may be qualitative or quantitative research.

Hypothesis forms a basis and a framework for any study. If your research doesn’t contain a hypothesis so your aim of research doing is not fulfilled.

For a good research to be conducted it must have variables that is independent and dependent variables.

Hypothesis plays an important role for research as it gives a researcher a better understanding to reach solutions for problems while doing research.

Hypothesis is used in research/study when we want to talk about phenomena or to solve a problem.

Hypothesis is composed of clear and simple goals and its aim is mainly to focus on a study or research.