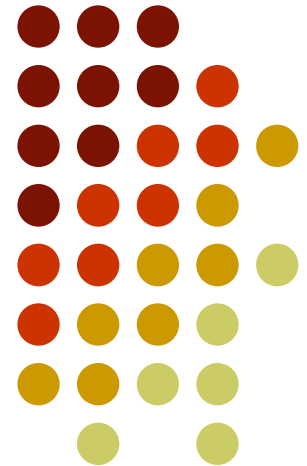


HRM7610

Theory & Hypothesis Development

Day 1 PM

1. Literature review and the development of hypotheses
2. SPSS session 1





Literature Review & Hypotheses Development



Literature review

- Provides a theoretical background to the study (remember “On the Shoulders of Giants” and “you don’t need to reinvent wheels”)
- Brings clarity and focus to the research problem
- Broadens knowledge base in the research area (are there significant controversies, are there any inconsistencies in findings relating to this area)
- Improves methodology
- Contextualizes the findings

Source of literature



- Literature survey
 - Google Scholars, Libraries, Internet
 - Academic literature (peer reviewed journals)
 - Practitioner-oriented literature (magazines, trade journals)
 - Archival literature (government and company publications)
 - ==> must be from a reputable source.

Literature review format



- The ultimate goal is to give an understanding of *what we know* and *what we don't know* (and then why your study is needed)
 - Start at a more general level before narrowing down
 - Provide a brief overview of key ideas
 - Summarize, compare and contrast the work of key authors
 - Narrow down to highlight work most relevant to your research
 - Identify a few key papers which serve the foundation for your own study



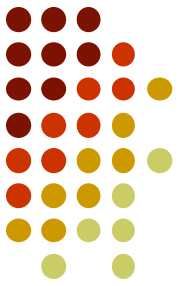
After your literature review,
you need to develop your
hypotheses (predictions). — —
Hypothesis Development

Hypothesis



- Hypothesis =
 - a testable statement
 - about relationships between variables
- Do not hypothesize *simply* based on others' findings
- Hypotheses should be based on the theory – *we are testing the theory*

Hypothesis development



- Development of hypothesis
 - Usually derive from the theory on which the study is based and used to explain why two variables are related
 - Basically a prediction (expected relationship)
- How many hypotheses?
 - Depends on the complexity of the model
 - But – parsimony...

Examples: Directional hypothesis



- Higher levels of distributive justice are associated with higher level of job satisfaction.
- Distribution justice has a positive relationship with job satisfaction.
- Compare to male employees, female have higher levels of helping behaviors.



SPSS Session 1 (see the word and data files)