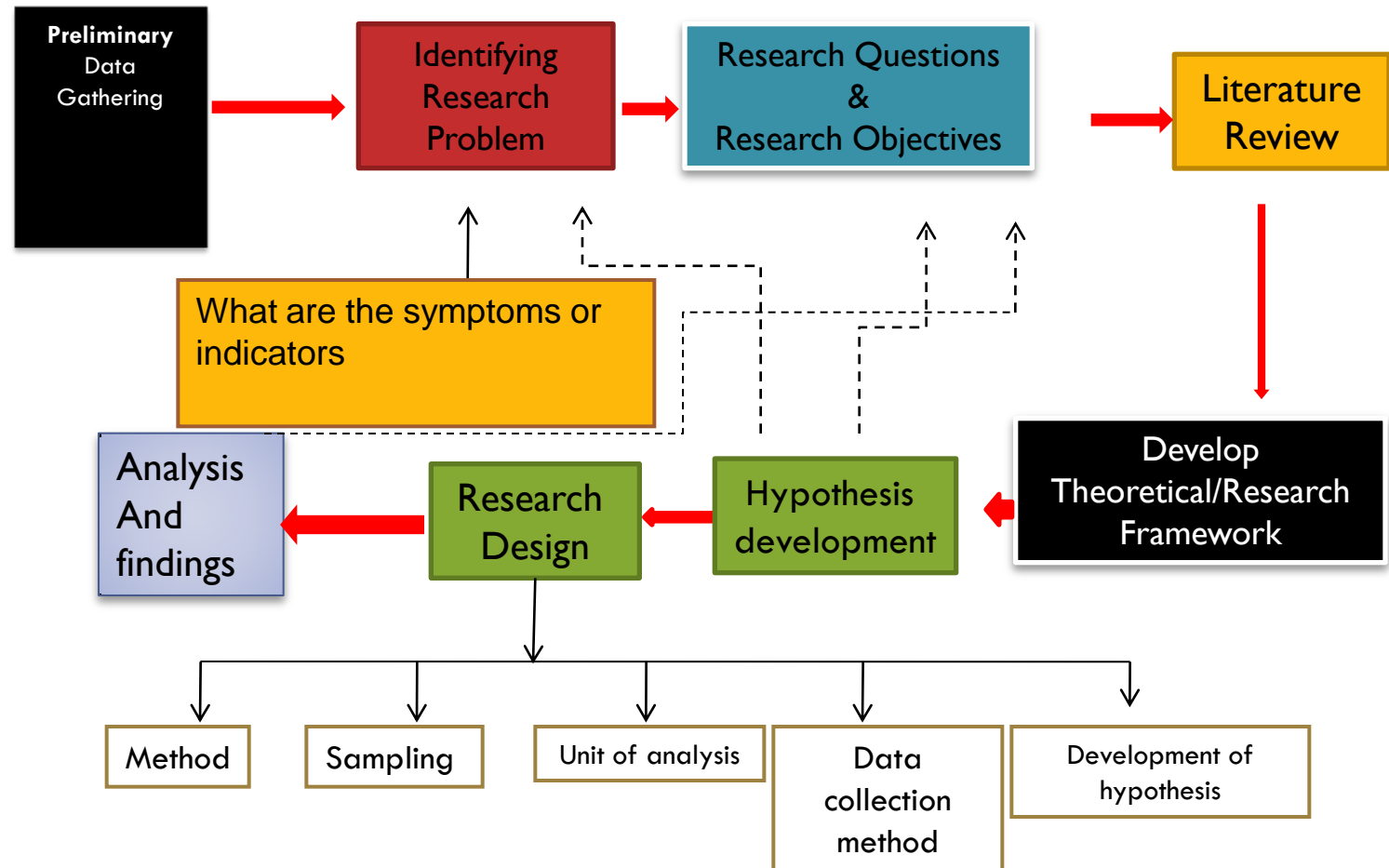




How to Identify Research Problem

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OVERVIEW OF RESEARCH PROCESS



The Heart of a Dissertation

- The heart of a research IS the PROBLEM STATEMENT. This is the place where most faculty members go first to understand and assess the merits of a proposal or a dissertation.
- After reading the problem statement, the reader will know *why* you are doing this study and be convinced of its importance.

Selecting a Real Problem

- That which is not worth doing is not worth doing well – Abraham Maslow
- Simple curiosity is not a good enough reason to do doctoral research, i.e. research for research sake.
- The fact that it has NOT been done before might tell you something.

Selecting a Real Problem

- You must know thoroughly the body of research and the techniques related to the chosen methodology.
- You must know:
 What you are doing
 Why you are doing it!



Your Problem Statement

- What is the overriding problem?
 - Retention; inability to adapt to change; poor working conditions; inequities; lack of evaluation of a program; conflict in: ethics, values, morals...
- Where is the problem found?
 - Manufacturing; education; health administration; government; society; corporate ...
- What needs to be done to solve the problem?
 - Survey; interview; create a new model; determine what experts believe; evaluate; meta-analyze, conduct experiment; benchmark...

Problem Statement

- In 200 words or less (about 1-2 paragraphs) you need to convince the reader that this study **MUST** be done!
- Society, or one of its institutions has some pressing problem that needs closer attention. You will provide evidence that this problem is serious and in need of investigation.
- You will convince the reader that the problem can be solved.

Problem Statement

- The researcher (you) will solve some part of this serious problem in a unique and clever way.
- You will explain what specific methodology will be used to solve the problem.
- The reader will know that it is *important* that this study be done!

Some Basic Questions

1. What is the overriding problem?
2. What is the population and sample that are affected by this problem?
3. What type of study will this be?
4. Will this study be qualitative or quantitative?
5. What type of methodology will be used?
6. What type of data will be collected?
7. What possible outcomes are expected?

To Frame Your Problem Statement

- *What is wrong with institutions?*
 - **Employees are quitting**
 - **Overcrowding**
 - **Inequity**
 - **Inadequate productivity**
 - **Performance**

A Problem Statement Must Pass **ROC** Test.

Show the Study Is:

- *Researchable* - the problem can be answered by collecting and analyzing data. (Doable)
- *Original.*
 - Can be a repetitive study with new population/passage of time.
- *Contributory.*
 - Make a difference in profession.
 - In society.

A Problem Statement Must be:

- Importance- needs to have theoretical or practical importance.
- What type of research will be employed?
- What population will be investigated? - Why was this population chosen?
- Specify the variables- how are the variables related and how they will be measured?
- And it must be: clear, concise, and lucid.

HOW TO IDENTIFY RESEARCH PROBLEM?

- From previous research in the problem area
- Observation - Integrating one's logical beliefs with published research
- Opinion from experts
- Establishing gaps – literature review

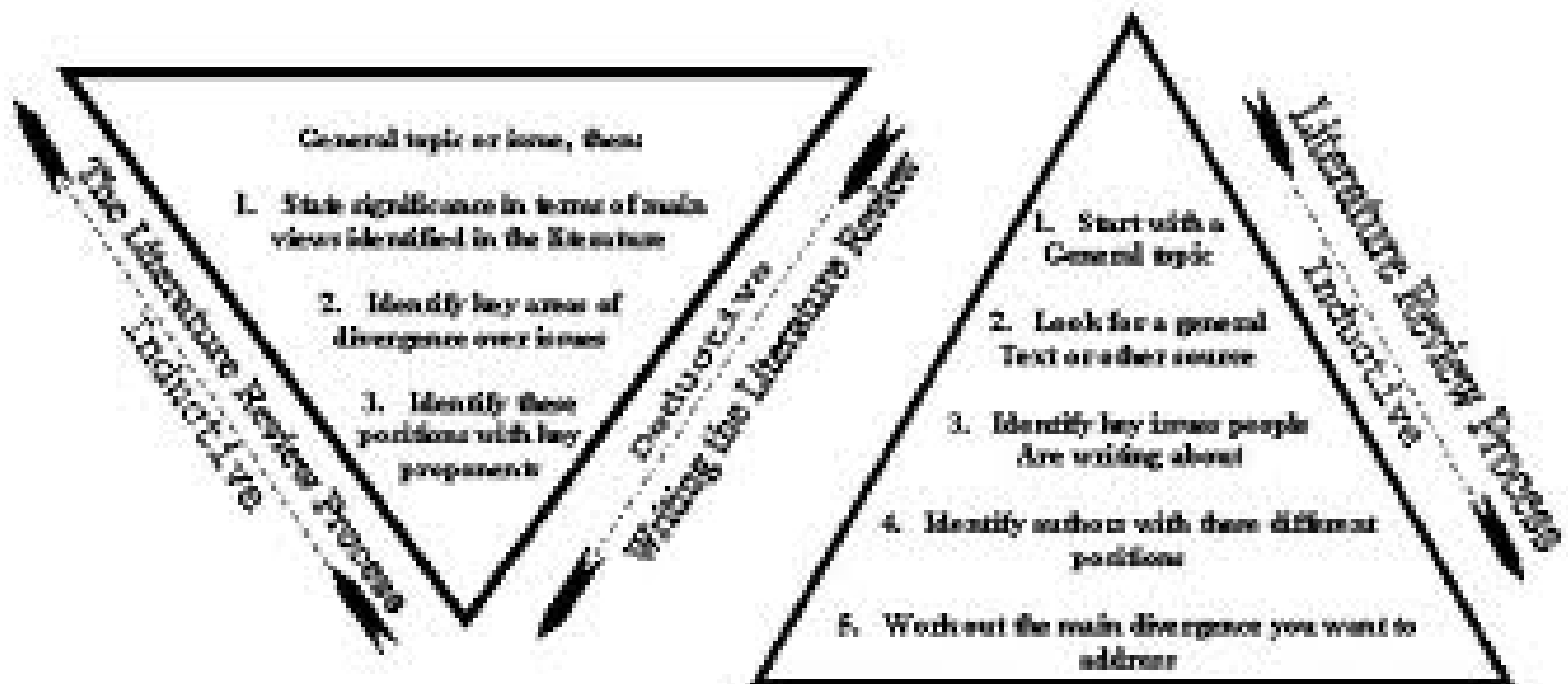


HOW TO DISCUSS YOUR PROBLEM STATEMENT

- Enlighten the readers about the importance of your research
- Persuade your readers to agree about your research
- Facts and figures
- Supporting literatures
- Opinion from the experts

TWO APPROACHES

- Inductive
- Deductive



THE IMPACT OF ORGANISATIONAL SUPPORT FOR CAREER DEVELOPMENT ON CAREER SATISFACTION

Changes in the economic, technological and business environment during the last two decades have significantly impacted people's career attitudes and experiences ([Hall, 2002](#); [Pinnington and Lafferty, 2003](#)). These environmental changes have contributed to the establishment of a new psychological contract: the reciprocal obligations held by employees and employers ([Hall, 2002](#)). Concurrently, tight labour markets in Australia and other developed countries challenge organisations in attracting, motivating and retaining employees. Australia is currently experiencing record low unemployment rates with labour shortages across many industries, including the trades, engineering and knowledge sectors. In this competitive environment, where it is increasingly difficult and costly to attract employees with the necessary skills, organisations need to convince employees that their organisation provides more opportunities, challenges and rewards than their competitors. This aim can be particularly challenging when the traditional rewards offered as part of the old psychological contract, such as structured career paths and job stability, are more difficult for organisations to provide due to the more dynamic environment in which many organisations now operate. Therefore, organisations are seeking creative ways to address this attraction, motivation and retention challenge which are the component of career satisfaction ([Erdogan et al., 2004](#); [Heslin, 2005](#)).



QUESTIONS?