



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY

UNIVERSITY EXAMINATIONS FOR THE DEGREE OF DOCTOR

OF PHILOSOPHY IN ORGANIZATIONAL LEADERSHIP

MAY-AUGUST 2018

CAMPUS: ROYSAMBU & VALLEY ROAD
DEPARTMENT: LEADERSHIP
COURSE CODE: POLD824
COURSE TITLE: ADVANCED QUANTITATIVE RESEARCH
EXAM DATE: WEDNESDAY 8th AUGUST 2018
DURATION: 2 hours
MODE: ONLINE

INSTRUCTIONS

- Read all questions carefully.
- ANSWER **QUESTION ONE** AND ANY OTHER **TWO** QUESTIONS(**20 Marks**)
- You are expected to be comprehensive in each of your answer.

SECTION 1 – COMPULSORY

Never Mind Republic is about to embark on national elections and there are various candidates belonging to different political parties vying for the position of president, governor and members of parliament. Historically, election results have resulted in disputes and social upheavals. As a quantitative research methods consultant, you have been contracted by the National Alliance of Civil Societies to conduct an opinion poll on people's preferences out of five political parties and presidential candidates as the choice may have repercussions on social stability. There are 50 counties in the country and in each county there are 4 constituencies. Describe how you would carry out a quantitative research and highlight the following:

- i) A suitable problem statement and title of the study
- ii) Sampling and data collection analysis
- iii) Three sample key questions based on Likert Scale that would be part of your data collection instrument
- iv) Data analysis methods **10 marks**

SECTION 2 – ANSWER ANY TWO

Question 2

Data analysis is a critical component in quantitative research as it allows researchers to summarize the data and infer meaning from it. Using hypothetical situations and relevant examples, demonstrate your understanding of descriptive statistics, univariate, bivariate and multivariate data analysis and how these methods are used in quantitative research. **5 marks**

Question 3

Katanazi Import and Export Company Ltd has conducted a study on leadership competencies and implementation of their new strategic plan. The assessment was based on 12 key elements which were then grouped into three categories for deeper analysis of possible relationships with the elements of implementation of the strategic plan. The first broad category was, "Understanding the Strategic Plan". The second was "Effective facilitation towards

implementation of the strategic plan” and the third one was “Strategic thinking and planning”. The total rating scores for each component were generated to assess the effect of leadership competencies on implementation of the Strategic Plan. The scores obtained from the elements of leadership competencies were regressed against the total scores on implementation of the Strategic Plan. The following were the results:

- a. The regression co-efficient between leadership competencies and implementation of the strategic plan was ($r^2=0.635$) with a P value of $p<0.01$). The resultant regression model was of the form $CEA=6.7+0.882$ leadership competencies.
- b. The stepwise regression analysis of each of these components based on the total scores of leadership competencies namely understanding, facilitation towards implementation, and strategic thinking and planning was ($p<0.01$)
- c. The standardized model coefficients on the three broad components of leadership competencies showed that the rating on effective facilitation was (0.804), strategic thinking and planning elements (0.764) and understanding the Act (0.745) as shown in the Table 4 below.

| Model | Standardized Beta (β), model coefficient | t- statistic | P value |
|---|--|--------------|---------|
| Effective facilitation implementation of strategic plan | 0.804 | 7.29 | 0.000 |
| Strategic thinking and planning | 0.764 | 6.272 | 0.000 |
| Understanding the Act | 0.745 | 6.018 | 0.000 |

From these results answer the following questions:

- i. What does the correlation co-efficient of ($r^2=0.635$, $p<0.01$) tell you about the relationship between leadership competencies and implementation of the strategic plan?
- ii. Interpret the significance of the three leadership competence variables tested.
- iii. Compare and contrast the relative importance of the three leadership competence variables in their effectiveness on implementation of the strategic plan. **5 marks**

Question 4

The East African Community comprising of seven countries intends to introduce a new mandatory passport for the region and there are mixed reactions as some people feel there may be loss of national identity. The Ministers of Foreign Affairs as the leaders of this process are considering whether to go ahead with the decision or not and have decided to carry out a survey to seek views among other members of Cabinet in their countries. There is an average of 20 Cabinet members in each country. As leading consultant in quantitative research you have been contracted to design this study. State the following:

- i) What would be the title of your study?
- ii) What would be your research objectives?
- iv) How would you develop the methodology (including overall design, sampling method, data collection and analysis)? **5 marks**

Question 5

In a study on, “Self-leadership behaviors and poverty reduction among persons affected by disability in Kenya”, a researcher focused on two dimensions of self-leadership and these were positive affect and self-goal setting. The researcher developed the following objectives:

1. To determine the influence of positive affect on poverty reduction among people affected by disability in Kenya.

2. To establish the influence of self-goal setting on poverty reduction among people affected by disability in Kenya
3. To test the strengthening effect of empowering leadership on the relationship between self-leadership and poverty reduction among people affected by disability in Kenya.

The researcher then developed two Null Hypotheses as follows:

Ho₁: Self-leadership behavior does not contribute to poverty reduction among people affected by disability in Kenya.

Ho₂: Empowering leadership does not strengthen the relationship between self-leadership behaviors and poverty reduction among people affected by disability in Kenya.

In Hypothesis 1 multi-dimensional poverty was regressed on self-leadership behavior and in Hypothesis 2 multi-dimensional poverty was regressed on empowering leadership

The results revealed that there was a relationship between the two dimensions of self-leadership and multidimensional poverty. The relationship was summarized statistically as follows: Self-goal setting ($r_s = -.396$, $p < 0.01$) and positive affect ($r_s = -.348$, $p < .05$). The composite measure of self-leadership explained 7.9% of the variability in multi-dimensional poverty score was ($p < .01$). The results also revealed that there was a relationship between empowering leadership interventions and multi-dimensional poverty scores ($r_s = -.491$, $p < .01$). From these results, answer the following questions:

1. What do the results reveal about the type of relationship between a) self-leadership and multi-dimensional poverty, b) empowering leadership interventions and multi-dimensional poverty
2. Should the two Null Hypotheses be accepted or rejected and why? **5 marks**