



Research Proposal Writing

Lecture – 3
SPECIAL EDITION





Research Proposal

A research proposal is a concise and coherent summary of your proposed research. It sets out the central issues or questions that you intend to address.

It outlines the general area of study within which your research falls, referring to the current state of knowledge and any recent debates on the topic.



Proposal Structure

- 1 INTRODUCTION**
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An Important Notice

Proposal structure is explained here based on a research carried out by Ahmed Zaki, to investigate and understand

“The impact of perceived sense of fairness on teachers’ work performance in large government schools in the city of Male.”



INTRODUCTION

- **Background information about Maldives.**
- **Background information about the capital city Male'.**
- **Background information about the education system.**
- **Background information about the research.**



RESEARCH PROBLEM

- **Teachers in public secondary schools have been showing some kind of unhappiness towards their schools in terms of fairness.**
- **Parents have complaints as their children are not guided enough by the teachers.**
- **Supervisors say that the teachers' resistance to undertake relief duty is increasing over the recent years for some reasons.**
- **There is discrimination among teachers in providing printing facility, there is no proper work distribution among same level staff.**



JUSTIFICATION

- **The teachers educate children, next generation and the future workforce, for the national economic development.**
- **The teachers train the children, widen their knowledge, expand their thinking paradigms, inculcate discipline in them, and develop several other important competences in them.**
- **A persistent occurrence of a serious problem should be attended as soon as it is being noticed.**



OBJECTIVES

- 1] To understand perceived sense of fairness in large public secondary schools in city of Male'.**
- 2] To assess the impact of perceived sense of fairness that it has on the current behaviour of secondary teachers in those schools in city of Male'.**
- 3] To make recommendations to fairness in schools helps improve the relationship between teachers and the school.**



SIGNIFICANCE

- **No research has yet been conducted on this problem.**
- **This research could be a useful information for the Ministry of Education.**
- **This could contribute to improve the school system in the Maldives.**
- **This could help the schools to improve human resources management situation in schools.**
- **This type of empirical evidence helps to invent newer approaches to management.**



RESEARCH SCOPE

This study focuses on the large public secondary schools in city of Male' in terms of student enrolment and employment. Therefore, the following schools are the largest three schools in city of Male' in which this research be carried out.

Aminiya School

Majeedhiya School

Dharumavantha School



SAMPLE

- **A sample of 30 employees from each school would be taken into consideration for the purpose of this study.**
- **Apart from teachers, the school heads of these three schools and a random sample of 10 educational policy makers from Ministry of Education and Educational Development Centre would be interviewed that together adds up the population sample for this research.**



LITERATURE SURVEY

- **An intensive survey through available literature on justice and fairness issues in organizations.**
- **Finding out about the existing theories and models on the justice types and fairness that could guide the researcher towards conceptualization.**
- **Identifying the knowledge gap and the significance of this gap.**



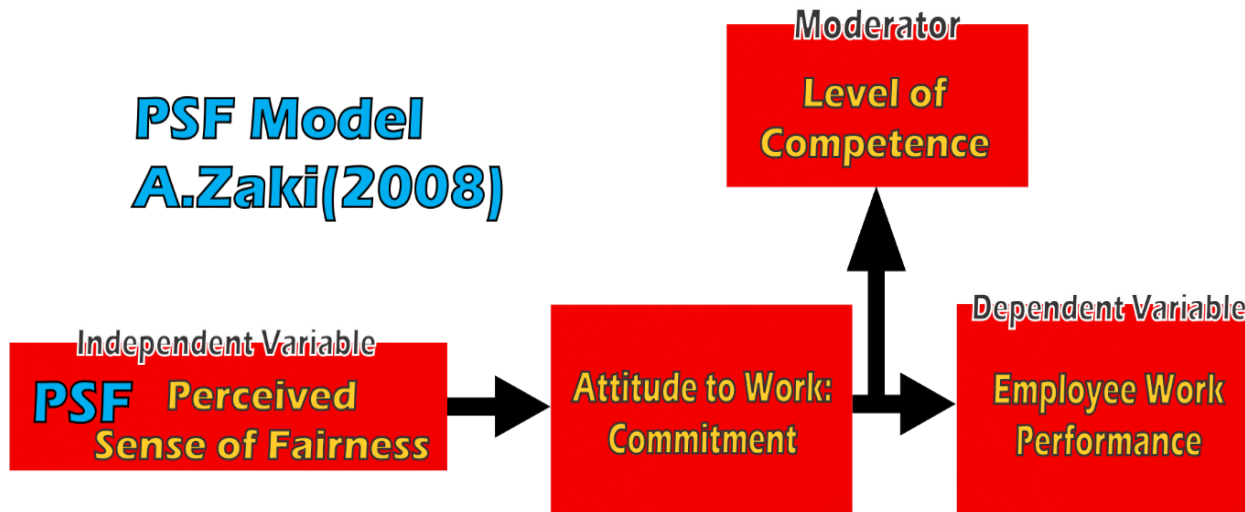
RESEARCH QUESTIONS

1. **To what extent, does perceived sense of fairness exist in large government secondary schools in the city of Male?**
2. **Do employees perceive the sense of fairness having an impact on their performance?**
3. **If so, what is the nature of the impact?**



CONCEPTUALIZATION

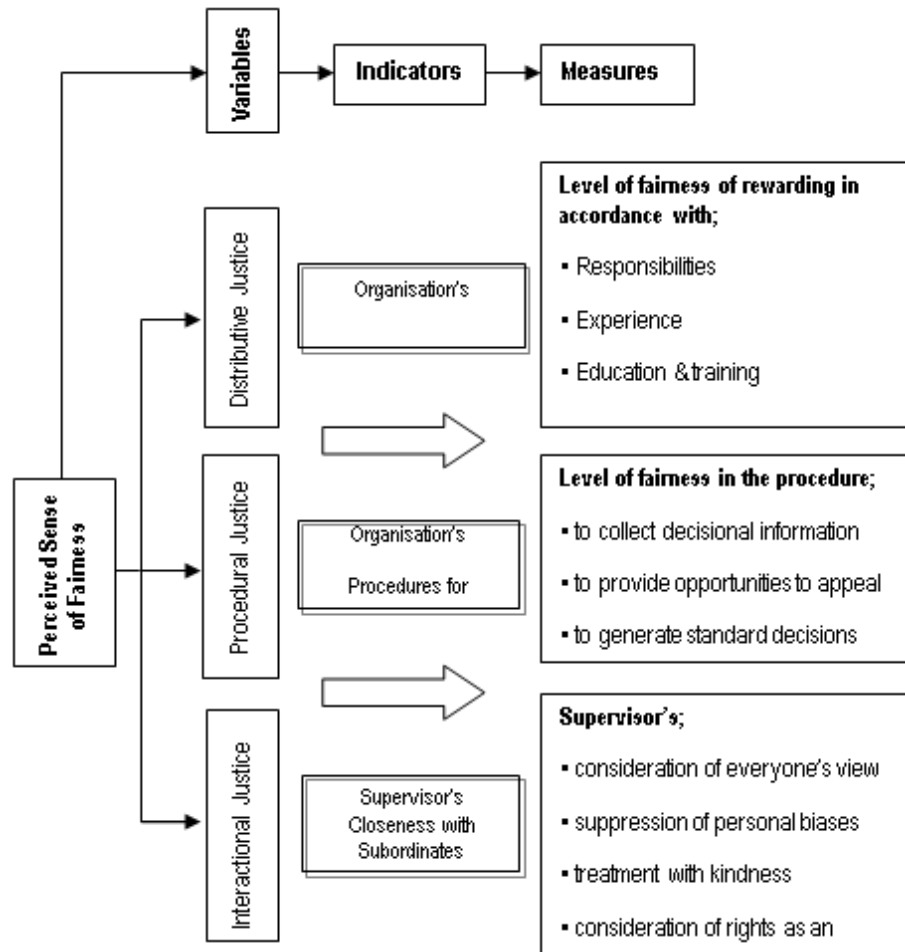
PSF Model A.Zaki(2008)



- Presented in an International Seminar in Singapore in 2010.
- Also presented in an International Seminar in Philippines in 2016.

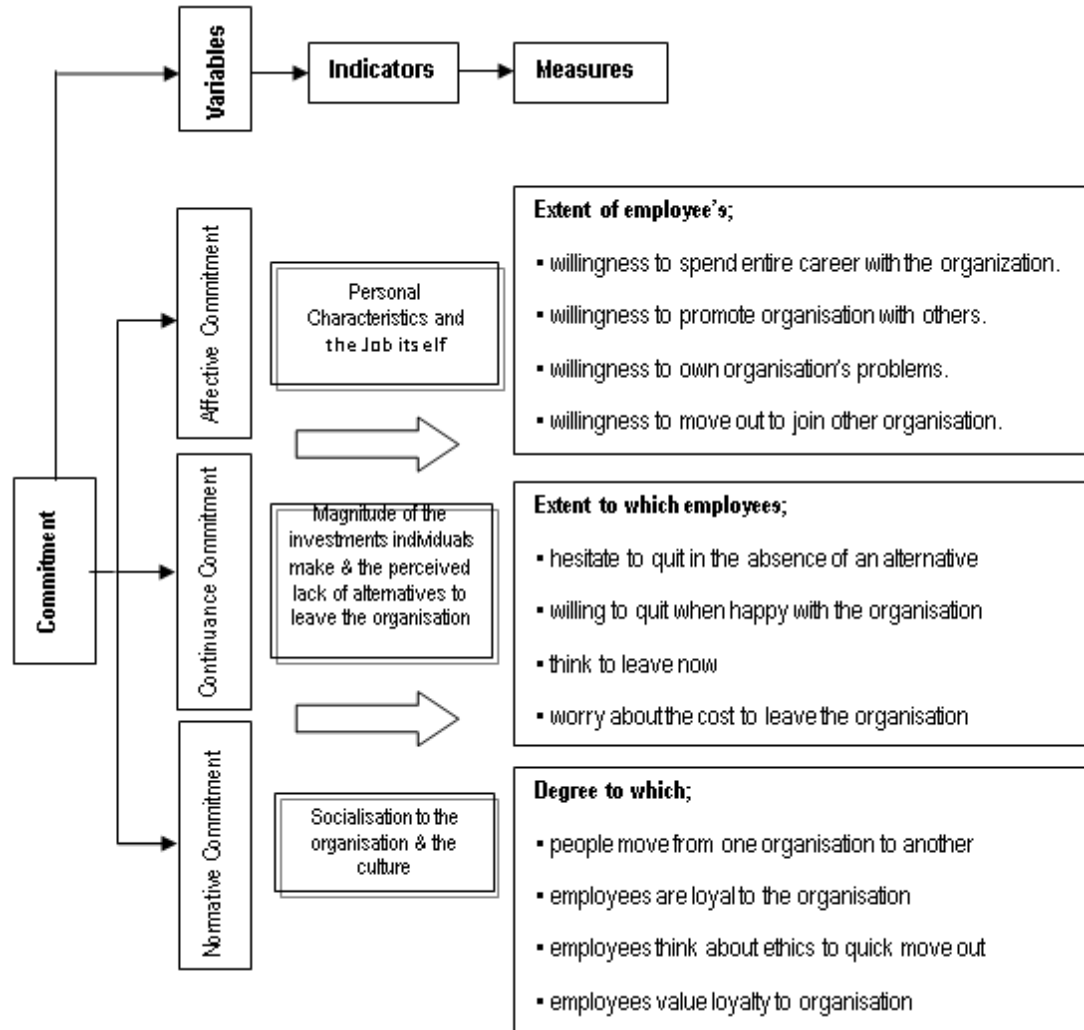


PSF VARIABLE



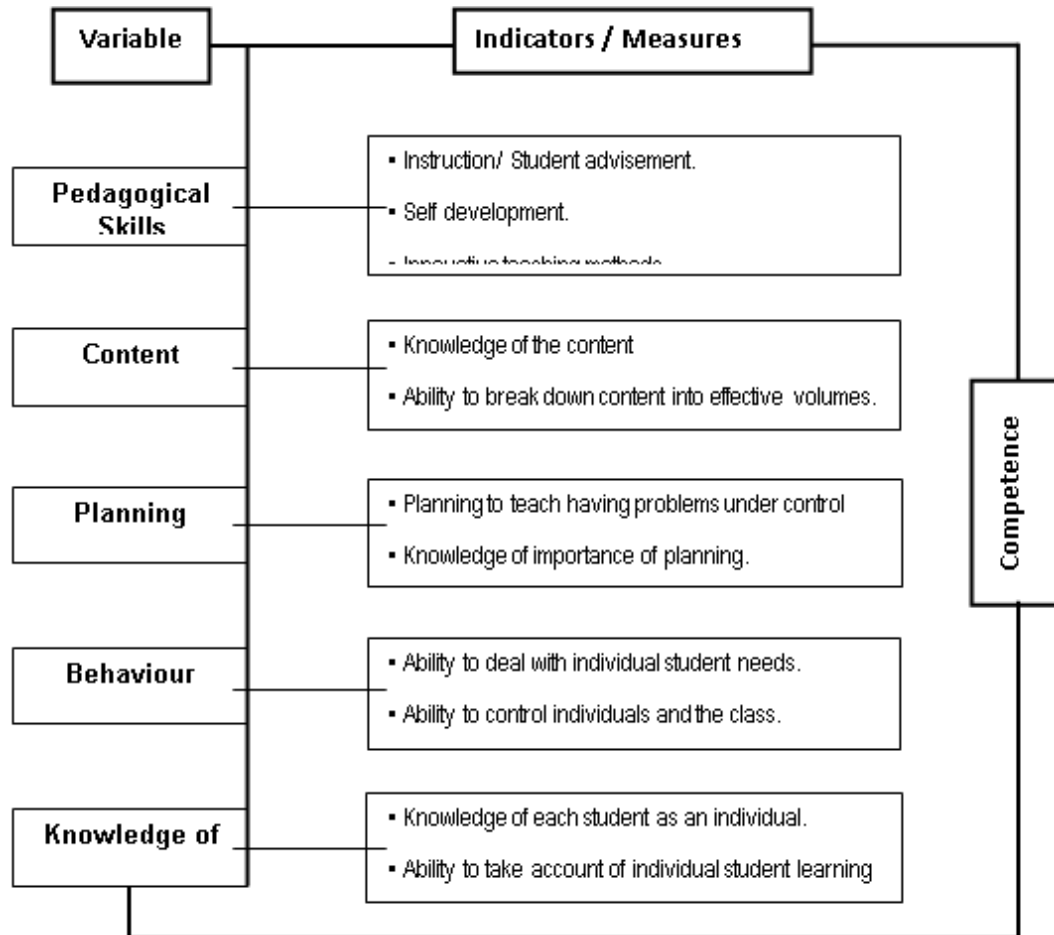


COMMITMENT VARIABLE



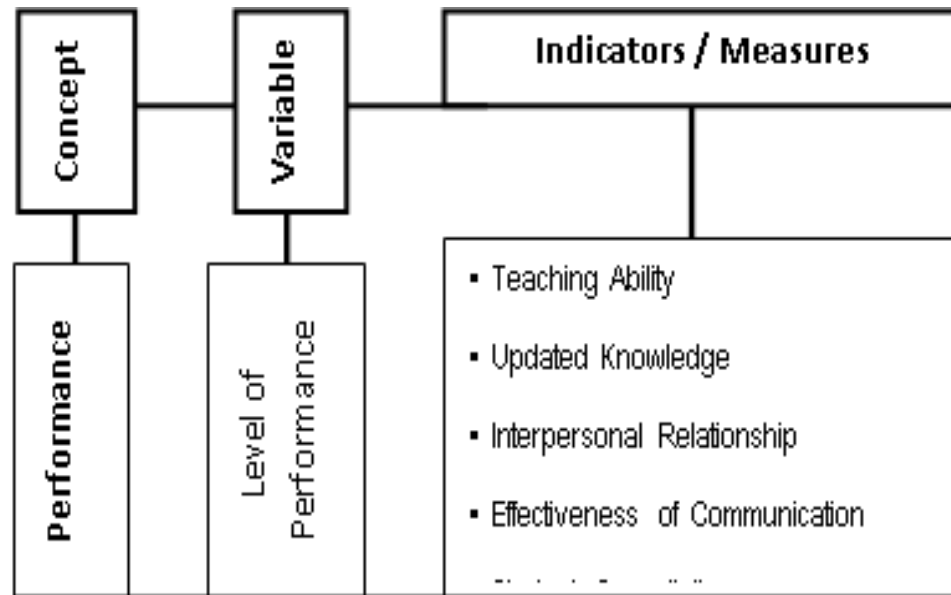


COMPETENCE VARIABLE





PERFORMANCE VARIABLE





METHODOLOGY

- **The researcher intends to do a primary survey for collecting relevant data from the chosen schools from the Maldives. The deductive method is preferred to be used for this research study.**
- **An instrument will be developed to be used for the primary survey to collect data which comprises of all possible indicators in relation to conceptualized variables.**
- **Multiple regression analysis for the three independent variables (considering them as x-axis) and dependent variable (considering as y-axis). This is to quantify establishment of the relationship between the conceptualized variables.**



SOURCES OF DATA

SECONDARY DATA

Educational master plan of Maldives, policy sources, statistics and any relevant information available at Ministry of Education's archive would be collected for reference.

PRIMARY DATA

- Responses obtained through the field survey in schools.
- In depth interviews with educational policy makers chosen from Educational Quality Improvement Section of the Ministry of Education as well as the interview findings from Educational Development Centre of Maldives would be used in this research.



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