

**NATIONAL OPEN UNIVERSITY OF NIGERIA, ABUJA**

**M.Sc. PUBLIC ADMINISTRATION**

**GRADUATE PROJECT FORMAT**

**PAD 890: PROJECT**

**DR, (MRS) CAROLINE ATURU -AGHEDO**

**DEPARTMENT OF ADMINISTRATION**

**PRELIMINARY PAGES OF THE REPORT**

**1. COVER/TITLE PAGE**

This page consists of the title of the study which is stated at the upper half of the page. This is followed by the author's full names with the surname first and other. That is:

TITLE

SURNAME, INITIALS

MATRIC NO.: NOU xxxxxxxxxxxx

GRADUATE SEMINAR PAPER SUBMITTED TO THE DEPARTMENT OF ADMINISTRATION, FACULTY OF MANAGEMENT SCIENCES, IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF MASTERS OF SCIENCE (M.Sc.) DEGREE IN PUBLIC ADMINISTRATION OF NATIONAL OPEN UNIVERSITY OF NIGERIA, ABUJA.

STUDY CENTRE: ..... (e.g., IKEJA STUDY CENTRE)

MONTH, YEAR

**2. ABSTRACT**

The page consists of a synopsis of the entire work. It states briefly the problems of investigation, purpose of the study, how it was carried out; major findings and recommendations. This is to be done in about 360 words (this could be done with the aid of computer word count).

**MAIN BODY OF THE PAPER**

**CHAPTER ONE: INTRODUCTION**

**1.1 Background of the Study**

Identify and discuss the problems/Knowledge gaps

Justify each problems within theories of the variable of the study

**1.2 Statement of the Problem**

Analyze the problems

Present the direction for your study

**1.3 Objectives of the Study**

Examine the effect of each knowledge gap on the variable of the study. For example

(1) To investigate whether clarity of goals affect employee engagement in the *manufacturing industry in Nigeria*;

(2) To ascertain whether person-job fit affect employee engagement in the *manufacturing industry in Nigeria*

#### 1.4 Research Questions

Examine the extent of the effect of each knowledge gap on the variable of the study.

For example:

(1) To what extent does clarity of goals affect employee engagement in the *manufacturing industry in Nigeria?*

(2) To what extent does person-job fit affect employee engagement in the *manufacturing industry in Nigeria?*

#### 1.5 Research Hypotheses

Test the effect of each knowledge gap on the variable of the study. For example:

(1) Clarity of goals does not significantly affect employee engagement in the *manufacturing industry in Nigeria;*

(2) Person-job fit does not significantly affect employee engagement in the *manufacturing industry in Nigeria.*

#### 1.6 Scope of the Study

This enables the research to delimit the research within a manageable limit.

It provides the researcher the opportunity to explain the boundaries of the study.

#### 1.7 Significance of the Study

Justification for the study and what will be contributed to knowledge by the study.

Provides an opportunity to justify the attempt to solve the problem.

### CHAPTER TWO: LITERATURE REVIEW

#### 2.1 Introduction

This chapter reviews amongst others, the conceptual framework, related literature, empirical literature and theoretical framework on the subject of this study. Under conceptual reviews, we examined related literature on issues of definitions, concepts, characterisation of *the variable of the study and the factors driving the variable.*

#### 2.2 Theoretical Framework

Review theories of the variable using the following guidelines:

Title of Theory

Introduction - Author/Year Propounded, history, etc.

Applications of theory in management/Limitations

How theory relates to the study

Main issues/factors implicated by the theory – ANTECEDENTS/DRIVERS of the **variable.**

Come up with the theoretical underpinning or support for your study

#### 2.3 Conceptual Reviews

##### 2.3.1 The Variable of the Study

Divergence in Definitions of the Variable of the Study

~~Types and Forms of the Variable of the Study~~

~~Rationale for the Variable of the Study~~

~~Challenges of the Variable of the Study~~

~~Perspectives of the Variable of the Study~~

##### 2.3.2 Factors Driving the Variable

The factors driving the Variable were obtained from an analysis of the theories of the **Variable**

Analyze empirical/conceptual studies relating the drivers to the variable of the study, so as to identify the distinct factors/issues that have not been sufficiently addressed in the extant literature.

These factors/issues are referred to as KNOWLEDGE GAPS. These are used in Chapter One to define the OBJECTIVES OF THE STUDY.

For instance, the factors driving employee engagement from a review and analysis of the theories of engagement are:

*Clarity of performance expectations:*

*Person-job fit:*

*Performance feedback:*

*Employee trust in supervisor:*

*Performance appraisal justice:*

*Recognition and reward:*

*Development opportunities:*

### 2.3.3 Historical Background of the Study Platform

### 2.4 Empirical Review

**GUIDELINES: Summarize related studies by adapting the ABSTRACT of papers using the following guidelines.**

~~Scope- Author/Year Title/Location- Yellow~~

~~Methodology -- Torquois~~

~~Findings/Links to Extant Literature -- Red~~

~~Implications of Findings - Red~~

~~Fulk, Brief, and Barr (1985) investigated "Trust-in-supervisor and perceived fairness and accuracy of performance evaluations". The sample consisted of 198 research and development engineers in the telecommunications division of a large electronics firm. The five performance evaluation process variables and the perceived fairness and accuracy variable were assessed using the measures employed by Landy, Barnes and Murphy (1978). Trust in supervisor was measured by Roberts and O' Reilly (1974) three-item scale. This scale has been shown to have acceptable internal consistency reliability in more than ten samples (e.g., Muchinsky, 1972)). Coefficient alpha for the current sample was 0.71. The relationships expressed in the path diagram are translated into a series of regression-type equations which specify the hypothesized relationships among the variables. Using these equations, ordinary least-squares regression procedures are carried out; the standardized partial regression coefficients derived are the obtained path coefficients. These coefficients are tested for significance using normal procedures for testing regression weights. Findings revealed that a significant path joined frequency of evaluation with opportunity to express feelings ( $P_{12} = 0.25, p < 0.05$ ). However, the path from the latter to perceived fairness and accuracy was not significant ( $P_{76} = 0.06, ns$ ). In addition, only one significant path-linked existence of a program to a program characteristic-frequency of evaluation ( $PSI = 0.21, p < .05; P_{12} = 0.05, ns; P_{13} = 0.05, ns$ )-and in this case the succeeding path to perceived fairness and accuracy was nonsignificant ( $P_{14} = 0.02, ns$ ). Clearly, these results do not support the expected logical ordering among existence of a program and the three focal program~~

characteristics. More promising results were obtained for the remaining hypothesized relationships. The paths from supervisor knowledge of subordinate performance to development of action plans and from there to perceived fairness and accuracy were significant ( $P_{d2} = 0.35, p < 0.05$ ;  $P_{4} = 0.026, p < 0.05$ ). The hypothesized paths among supervisor knowledge, opportunity to express feelings, trust in supervisor, and perceived fairness and accuracy were all significant ( $P_{,} = 0.39, p < 0.05$ ;  $P_{h5} = 0.36, p < 0.05$ ;  $P_{,5} = 0.28, p < 0.05$ ;  $P_{,} = 0.28, p < 0.05$ ).

## **2.5 Summary of Literature Review**

### **CHAPTER THREE: METHODOLOGY**

#### **3.1 Introduction**

The chapter discusses the research methodology adopted in the study. It describes the research design, the population and sample of the study, model specification, sources of data, data collection instrument and validation, and method of data analyses.

Discuss the Strategies for Achieving Objectives

#### **3.2 Research Design**

#### **3.3 The Population of the Study**

#### **3.4 Sampling and Sample Size Determination**

#### **3.5 Data Collection Instrument and Validation**

#### **3.6 Method of Data Analyses**

#### **3.7 Limitations of the Methodology**

### **CHAPTER FOUR: DATA PRESENTATION AND ANALYSES**

#### **4.1 Introduction**

In this chapter, we present, analyse and interpret the data generated from respondents through questionnaire. It describes questionnaire response rate, the demographic statistics, response data on research objectives, and response data on research hypotheses.

#### **4.2 Presentation of Data**

#### **4.3 Descriptive Statistics**

#### **4.4 Response on Research Objectives**

#### **4.5 Response on Research Hypotheses**

##### **4.5.1 Correlation Analysis**

##### **4.5.2 Regression Analysis**

#### **4.6 Discussion of Findings**

### **CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS**

#### **5.1 Summary**

A brief summary of the highlight of each chapter should be stated in concise manner that captures the importance of the study.

#### **5.2 Conclusion**

Conclusions should be drawn from the findings

#### **5.2 Recommendations**

Recommendations should be based on the conclusions.

#### **5.5 Suggestions for Further Research**

#### **5.6 Policy Implications**

## **END OF REPORT**

---

**REFERENCES**

American Psychological Association (APA) style should be adopted.

**APPENDICES**

List of documents/Data used for the study.