CHAPTER 3

RESEARCH OBJECTIVES AND HYPOTHESIS
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3.1 Research Objectives

1. To understand how mentoring process is being implemented in the business organizations.

2. To find out what qualities make a good mentor.

3. To understand the perceived benefits experienced by the mentees because of their association with the organizational mentors.

4. To understand the benefits of mentoring to the organization.

5. To understand the differences in the formal and informal mentoring.

6. To find out whether mentoring and the motivation of employees are related to each other or not.
7. To understand the challenges faced by mentors in organizations that have institutionalized formal mentoring.

8. To understand the role of mentors in influencing the motivational needs of mentored employees.

9. To study the motivational needs of non-mentored employees and find out how they are different from the mentees.

10. To understand the application of mentoring in the international business scenario.
3.2 Research Problem

A research problem refers to some difficulty which a researcher experiences in the context of either a theoretical or practical situation and wants to obtain a solution for the same.

The research problem for this study is as follows -

“Are managerial employees in India who choose a mentor at work, differently motivated than employees who choose not to have a mentor at work? On the standardized Motivational Analysis of Organizational Behaviour (MAO-B) scale, are there any differences in the Achievement, Influence, Control, Dependence, Extension and Affiliation needs of these two groups of employees?”
3.3 Variables under Study

A concept which can take on different quantitative values is called a ‘variable’. If one variable depends upon or is a consequence of the other variable, it is termed as a dependent variable, and the variable that is antecedent to the dependent variable is termed as an independent variable.

In this research study, ‘mentoring’ is the independent variable and ‘motivation’ is the dependent variable as attempt has been made to establish a relationship between mentoring and motivation in such a way that mentoring impacts the motivation level of employees and not the other way round.

IV • Mentoring

DV • Motivation
3.4 Hypotheses for the Study

Ho: There is no relation between mentoring and achievement need of motivation of employees.

H1: There is a relation between mentoring and achievement need of motivation of employees.

Ho: There is no relation between mentoring and influence need of motivation of employees.

H2: There is a relation between mentoring and influence need of motivation of employees.

Ho: There is no relation between mentoring and control need of motivation of employees.

H3: There is a relation between mentoring and control need of motivation of employees.
Ho: There is no relation between mentoring and dependence need of motivation of employees.

H4: There is a relation between mentoring and dependence need of motivation of employees.

Ho: There is no relation between mentoring and extension need of motivation of employees.

H5: There is a relation between mentoring and extension need of motivation of employees.

Ho: There is no relation between mentoring and affiliation need of motivation of employees.

H6: There is a relation between mentoring and affiliation need of motivation of employees.
3.5 Research Design

Descriptive Research design was used; it focused attention on the following –

1. The objectives of the study are clearly formulated.

2. The techniques of data collection were designed in advance.

3. The sampling technique, sample size and data collection methodology was planned.

4. The processing and analysis of data was worked out in anticipation.

5. The findings are reported as per the scientific norms.