Feedback 10 October 2022

1. Follow UPSI format throughout the thesis. Starting from cover page, table of content, chapters, this include formatting, tables, references, APA style.
2. [Chapter 1 - Introduction 2](#_Toc115228115)

There SHOULD NOT BE line from the word introduction to page no. Amend accordingly.

1. Check the correct format. Formatting & spacing. The space before you write chapter 1 . the correct place to write introduction, & the spacing between the word “Introduction” & the first line of your paragraph. Amend accordingly throughout the thesis.

# Chapter 1 - Introduction

The purpose of the discussions carried out in this chapter is to prepare the background for the chosen research context. A detailed background focusing on the research area has been included in this section. The significance of this research context has also been emphasized in this chapter. The purpose of this research, research aim, objectives and the formulated research questions which need to be addressed through findings and discussion have also been highlighted in this chapter. The chapter also presented the research hypotheses and the conceptual framework. Problem statement in relation to the research objectives and operational definitions of the dependent and independent variables has been presented to better understand the study context.

1. For both research background & Problem statement, before you discuss about HR practices, you must first highlight what is the problem regarding job commitment among expatriates or workforce from diverse background. Support with data. In your problem statement you divided job commitment into normative etc, but you only measure job commitment as one construct. Please delete those explanation.
2. Be consistent. Your research is effect, not relationship. Check throughout the thesis. I did not comment in each places in the thesis. You have to check.
3. Operational definition – make sure you write the definition of each variables in the context of your study. The definition should be reflected in your questionnaire items.
4. Reorganise & rewrite Chapter 2 - In writing chapter 2, do remember to include only what’s relevance to support your research and writing flow, not overwhelm it with all the information that you have. Focus on quality rather than quantity in writing. Always question yourself on what to include and not to include. Cite the recent references from recent journal articles .

After the introduction, write about job commitment. How the variables are defined? Define the variables (as in your objectives/hypotheses) from different angles/ fields/context/ years) conceptually and operationally. Not to forget, you must have references/citations. After all your arguments, you should come out with a brief definition of the construct specific to the context of your research so that readers can easily understand your variables

Next HR practices in general. Then the variables in HR practices ( recruitment, selection & the rest). Define the variables (as in your objectives/hypotheses) from different angles/ fields/context/ years) conceptually and operationally. Not to forget, you must have references/citations. After all your arguments, you should come out with a brief definition of the construct specific to the context of your research so that readers can easily understand your variables

Then, discuss what have been studied so far about every single of the chosen IVs (all the HR practices elements) and DV (job commitment) as well as the relationships that you proposed. Highlight the research issues and associated constructs; methodological issues,

Highlight what’s lacking that can be improved– every improvement made should have strong theoretical justification, NEVER merely your own idea or opinion.

Next – underpinning theory. What is your underpinning theory in this study? You wrote - human capital theory and resource-based theory, but not much is discussed. Discussion on how underpinning theories help to formulate your framework. Underpinning theories must be able to justify every relationship and paths that you propose in your framework. Avoid explaining what you know/have, instead explain only what relevant to your framework. Argue how the theories similar/different from your proposed framework with respect to the variables and relationship proposed.

After that – Hypotheses Development. Discuss how the constructs relate with each other (how the elements in HR practices relate to job commitment) - empirical findings of past studies that support each of the relationships/paths that you proposed in the frameworks.

Provide a minimum of three recent empirical findings (only from journal articles; 5 years back counting from the year you will viva) that support every relationship and path in the framework and lead to hypothesis statement

1. I expect by now you should write the chapters according to the format. Chapter 4, for example should follow the format. Refer my comment in your thesis.

In my last feedback, I suggested these. Yes you took the suggestions in some ways but please refer other thesis as well. My comments are general, so you have to read & refer to other sources. Do not take the suggestion as it is but please do some readings.

Rearrange chapter 4

4.1 Introduction – limit to only 1 paragraph; the arrangement of what you explain in the chapter . do not write the objectives here.

4.2 Respondents profile – refer my comments on the thesis

4.3 Preliminary Analysis ( this is compulsory - what are the assumptions that need to be fulfilled . before you can run t-test, ANOVA& regression analysis. Show the analysis in this section). These are the preliminary analysis that I meant that you need to conduct before you can run regression analysis. Do similar process for t-test & anova.



4.4 State the analysis to achieve objective 1 (t-test/ ANOVA?)

4.5 State the analysis to achieve objective 2 (descriptive statistics?)

4.6 State the analysis to achieve objective 3 (Regression?)

4.7 Review of hypotheses testing ( Can present in a table to show whether all the hypotheses are supported or not)

4.8Summary

1. Back to the research objectives:

These are my suggestions in my last feedback. Again, do not take the suggestion as it is, this is your research & you should know better what is missing.

My previous suggestion:

Objective 1: To examine culturally diverse employees observation (or other appropriate word, but avoid using the word perception) on the HR practices of multi-national companies in UAE.

Objective 2. To determine human resource management practices in managing culturally diverse employees.

Objective 3. To investigate the effect of human resource management practices towards job commitment among multinational companies in UAE.

Based on the above, did you notice, objective 1 & 2 are HR. but no analysis for job commitment. But the major issue that you need to address is job commitment (because job commitment is your dependent variable)

Consider these:

Objective 1 should be - to examine job commitment among employees in UAE multi-national companies . Analysis (descriptive statistics). Get the mean & standard deviation

Objective 2. To determine human resource management practices in managing culturally diverse employees in UAE multi-national companies . Analysis (descriptive statistics). Get the mean & standard deviation of each HR elements.

Objective 3 - : To examine culturally diverse employees observation (or other appropriate word, but avoid using the word perception) on the HR practices of multi-national companies in UAE. Still this is not the best way to write this objective. Think how to improve this. But what you want to know here is… is there any difference of how employees from different nationality, ethnics & languages think about HR practices in their company. So here your analysis is t-test if there are two categories but if there are more than 2 categories (for example there are 4 nationalities) you should run ANOVA

Objective 4. To investigate the effect of human resource management practices towards job commitment among multinational companies in UAE.