

Benefit administration method

[Business](#), [Human Resources](#)



Methodology In this section, we will described the data collection procedures used, measures for variable as well as the analytical techniques used to analyze data. Generally speaking, the Structural Equation Modelling (SEM) analytical technique will be used to test the hypotheses. In addition, this section will discuss the research methodology used in the analysis of the relationship between good benefit administration practices and employee attraction and or retaining. There are various significant factors that are supposed to be clear before carrying out any research. Some of these issues could include, the data collection techniques, the purpose and scope of carrying out the research study as well as the type of research being carried out. In fact, according to Neuman, the dimensions considered by researchers will dictate the type of research study (2003). To elaborate, when time is the purpose of study, then the scope of the study will be either longitudinal or cross-sectional. On the other hand, the scope of the study will either be descriptive, exploratory, or explanatory if dimension is the scope of the study.

Equally important, in times whereby dimension of study is the quantitative data collection technique, then the researchers will perform surveys, study existing statistics, carry out experiments as well as examine content analysis to ensure data validity. As such, quantitative measurement is generally a deductive process which involves constructing an idea or a concept then coming up with a measure that will enable the researcher to obtain empirical data. It is thus worth noting that quantitative management process starts with a conception and concludes with definite, concrete indicators. It is these definite, concrete indicators that researchers use to attain numerical data

that is used for analysis. Therefore, the concept of quantitative research in general encompasses factors such as measurement, design, and sampling. This is due to the fact that quantitative research is established on a deductive methodology that places an emphasis on a comprehensive planning before carrying out data collection or data analysis.

To repeat, in undertaking this research, we aim at not only understanding the concept of benefit administration, but how it influences the overall employee satisfaction in an organization. As such, we decided to gather information regarding benefit administration through conducting a survey. In addition to the survey, we carried out a number of structured and unstructured interviews that would provide useful information to the HR managers. Notably important, in addition to the quantitative information provided gained through surveys and interviews, we were able to come up with a rich collection of qualitative information through an intensive and extensive review of literature.

Generally speaking, when conducting interviews, it is important for one to establish a group of respondents that are well versed with the subject matter. In other words, it is important for the respondents to possess a comprehensive understanding and knowledge on the topic of interest. As such, rather than picking the respondents in an occasional or random basis, researchers should always ensure that they use a systematic structure that uses a well-defined theoretical criteria that they have formulated. We came up with three main criteria that would enable us to come up with effective respondents for this study.

To begin with, we planned on interviewing the companies which had an

official and explicit benefits administration structure. This enabled us to ensure that we were receiving correct information from the organizations which indisputably had implemented a benefit administration structure. Secondly, we planned on interviewing renowned and well-established organizations, due to the simple fact that many individuals have common interest in such organizations. Besides, it is arguably true that the renowned and well established organizations do hold a respectable position in the society since they act as role models to other upcoming ventures. Lastly, we sought to encounter individuals with a deep understanding as well as a comprehensive knowledge about the subject of benefits administration, and thus the benefits administration manager or an equivalent HR manager in the organization would seem appropriate to give truthful information. Generally speaking, the goal was to ensure that the interviews were conducted with a wide sample of respondents so as to gather and compare the different views of the respondents. However, it is worth noting that this was not entirely possible due to the time constraints. As such we focused on ten respondents since this number is quite appropriate and manageable, and could thus be used to generalize the overall findings.

Works Cited

Neuman, W. L. 2003, *Social Research Methods: Qualitative and Quantitative Approaches*, 5th ed. Boston: Allyn & Bacon.