TITLE: 10-12 WORDS

ORLD Dissertation Proposal
First Name Last Name
University of Maryland Eastern Shore, Organizational Leadership Program

Wednesday, February 6, 2012

DISSERTATION COMMITTEE:

Dr. Chair, RAC Chair
Dr. Member, Affiliation
Dr. Member, Affiliation
Dr. Member, Affiliation

Dr. Member, Affiliation

1 Proposed Dissertation Title (No more than 10-12 words) The title should reflect the purpose of your study and not focus on the theoretical framework.
QUANTITATIVE DISSERTATION PROPOSAL

Note: It should be your goal to have this completed within the 2nd year of the program if possible, and before selecting your Dissertation Committee. This Proposal becomes the foundation for the first four chapters of your dissertation. This document will be used for your Proposal defense (1st meeting).

CHAPTER 1: Introduction (suggested length of 10-15 pages)

Background of the Problem:
Indicate why you are interested in your study and why others should be. Focus especially on what is lacking in the literature. What is the problem you will be addressing? What needs to be improved, or altered in terms of research design or topic? Use citations and related studies to support your arguments. How will your study contribute to the literature?

Trend in the Literature:
• Succinctly discuss the trends and foci of previous research.
• Identify the gap in the literature (What is missing? How does your study fill the gap?)

Statement of the Problem or Purpose of the Study:
• Indicate how your study will address the gap in the literature.
• Provide a brief description of the methodology and theory that will be used.
• Propose the research questions that the study will seek to answer.

Significance of the Study:
Describe how this research will contribute to the existing body of knowledge in Organizational Leadership and who will benefit from the results – be specific.

• Scientific Significance
  o Theoretical significance – the contribution the study will make to existing theory
  o Methodological significance – Will this study employ innovative analysis that will enrich the methodological topography?

• Practical Significance/Relevance to Organizational Leadership
  o What are the leadership implications of your study?
  o How should leaders in your particular discipline utilize your study to address problems/issues?

Scope of the Study:
• The general outline of what the study will cover.
• Define the parameters and boundaries of the study. (Provide appropriate citations to support this section).

Organization of the study
• Discuss what will be included in each of the remaining chapters.
CHAPTER 2: Review of the Literature (suggested length of 15-25 pages)

There is no hard and fast method of writing a literature review.

- The format of the literature review will depend on the purpose or focus of your research. For instance if the focus of the research is to challenge the methodological process then your literature review may focus on the methodological process of previous research.
- If the focus is a problem with theoretical applications in previous research then the literature review may focus on the strength and weakness of the use of theory in prior research.
- If the focus of the research is to contribute to the existing body of knowledge then the literature review could be written in a thematic or chronological style or both.
- However, in all cases the literature review depicts a review of the relevant literature as it relates to the relationship between the independent variables and the dependent variable(s). Leave extraneous studies out of the review – make it exhaustive but focused!
- At the end of the literature review the researcher should summarize the review making sure to highlight the gaps or weaknesses in the literature.
CHAPTER 3: Theoretical Framework and Hypotheses (suggested length roughly 10 pages)

Theoretical Framework:
- A discussion regarding the justification of the choice of theory.
- This should entail a discussion of the pros and cons of other theories as an appropriate theoretical lens.
- Provide a conceptual model of the relationship between the independent variables and dependent variable(s) as dictated by the theory (OFTEN IN DIAGRAM FORM).

Research Question(s) and Hypotheses:
Specify the major research question(s) to be answered by this study. Each research question should be accompanied by a specific set of hypotheses (a specific statement pertaining to the direction of the relationship between the independent and dependent variables referred to in the research question above. The statement is also conditioned by the analysis that will ensue).

<NOTE THAT IT IS POSSIBLE FOR YOU TO MERGE THIS WITH CHAPTER 2, HOWEVER THIS INFORMATION MUST BE CLEARLY SEPARATED AND INCLUDED IN ANY QUANTITATIVE PROPOSAL!!>
CHAPTER 4: Research Design and Methodology (suggested length 10-15 pages)

**Research Design:**
Describe the basic design elements including type of study. Be sure to provide appropriate citations to support your design. You will need to state whether the study research design will be longitudinal or cross-sectional, experimental or quasi-experimental.

**Data Source:**
Describe sample and underlying population; how participants will be recruited; specify sample size and the procedure used to determine sample size; goal for response rate; and any other relevant issues related to your data source.

**Data Collection and Measurement:**
Provide a step by step explanation on how you plan to collect your data. Discuss instrumentation/surveys by identifying and clearly describing the specific measures that will be used to operationalize the constructs of interest, particularly describing any instruments that will be utilized to collect primary data to answer your research question(s). Discuss consent and other ethical issues in research as applicable. Describe how the data will be collected; how the instruments will be distributed among research participants; treatment of non-respondences; and other relevant issues related to your data collection.

**Data Analysis:**
Describe how the data will be analyzed (i.e. what statistical techniques will be applied). Some examples of appropriate statistical techniques include the following (note that this is not an exhaustive list): paired sample t-tests, factor analysis, ANOVA, MANOVA, multiple ordinary least squares (OLS) regression analysis, a hierarchical or logistic regression, stepwise regression, Structural Equation Modeling. Provide formulas where appropriate; ensure that you discuss underlying assumptions of the tests you are planning on using; and discuss how you will account for any violations of these assumptions (if necessary).

**APPENDICES**

**Timeline of the Study:**
You should include a brief proposed timeline for completion of the remaining sections of the study, including proposal defense, IRB approval, data collection, revisions of first part of the study AND writing up remaining chapters (Analysis and Conclusion), dissertation defense.

**Include other appendices as necessary:**
(copy of instrument, etc.)

**REFERENCES AND CITATIONS**
Provide reference list in APA format.