Dr Nourhane Groun/ Pr Agti Djouhra nourhane.groun@univ-biskra.dz

Work 02: Dependent and Independent Variables

Below is a list of proposed research titles in the field of Management. Choose one title from the list and complete the required tasks for it.

List of Proposed Titles:

1. Knowledge Management and its Effect on Employee Performance through Organizational Trust.
2. The Effect of Age Groups on the Relationship between Leadership Styles and Job Satisfaction.
3. The Impact of Motivation on Organizational Performance by Enhancing Employee Performance.
4. The Impact of Motivation on Employee Performance.
5. The Role of Strategic Vigilance in Enhancing the Effectiveness of Strategic Decisions.
6. The Role of Motivation and Leadership Styles in Organizational Commitment.

Based on the title you have chosen, design a complete research model by following these systematic steps:

Part 1: Identifying and Describing Variables

1. Identify the Independent Variable(s)
2. Identify the Dependent Variable.
3. Are there other variables? If yes, identify their type.
4. **Part 2**: Operationalizing Variables
5. For each variable you identified, propose at least two (2) main dimensions that represent it.
6. For each dimension you proposed, define at least three (3) indicators that can be used to practically measure it.

Part 3: Designing the Model

- Draw the Conceptual Framework for your research.