

1. Robin should use a quasi-experiment to test her hypothesis. I would bring in a couple district managers, one male and one female, and with alternating availability of the managers, test the time it takes the employees to ask questions about a new form the managers presented to the employees.
2. The attitude of Mr. Kast himself might explain the employees' attitude towards him. Some of the employees might not think that highly of Mr. Kast, making it more difficult for them to approach him with questions. The employees' personalities can explain the lack of questioning as well. People like me try to figure out the problems they have without asking higher authorities on the matter unless they are completely stumped.
3. In a lab or quasi setting, the number of male and female employees as well as managers should be equal. Each manager should dispatch one new form to the employees and be around to answer any questions for a given time period.
4. If a questionnaire is sent out, it should ask numerous questions to determine the experience and background of the people taking the questionnaire as well as personality questions. Examples of questions follows: Age, Gender, Years with company, Years with current manager, Do you get along with your manager, Do you feel confident in your managers skills, Do you generally ask questions when you are unsure of something, Do you attempt to figure out problems on your own, and Are you happy with your job, to name a few.
5. If I were observing the situation, I would look for and record the amount of time each employee spends with the manager during after-hours, lunch hours, and store hours. I would note when I feel an employee is a shy person. I would document it if the employee showed a grudge toward the manager for any reason. And I would look to notice if employees chose to ask other employees rather than their manager for help.