CHAPTER 2

METHODOLOGY
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In the foregoing chapter we have highlighted the basic concepts and reviewed relevant literature in order to probe the objectives of the present study. As we have already stated that the study was contemplated to ascertain the effects of work commitment, Altruism, locus of control and certain important demographic variables-age, sex, experience, marital status, and religion on the levels of job satisfaction. It is explicit that the job satisfaction is being considered as a dependent variable whereas work commitment, Altruism, locus of control and the demographic variables are the independent variables. We have already stated the main objectives of the present research and now it is imperative to focus on the process of conducting the present research.

It is prerequisite for any scientific investigation to take into consideration the experimental design so as to carry out the research in a systematic manner. As pointed out by Seltiz et al. (1962) that "a research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure". In fact a research design can be considered as a blueprint for collection, analysis and interpretation of the data.

In the light of proposed objectives of the study, formulation of hypotheses which are utmost important for scientific investigation because it is considered as an integral part of a scientific enquiry. Hypotheses are the presumptions which provide the basis for investigation and ensure proper direction in which the study should proceed. Thus hypotheses play significant role in carrying out the scientific research and helpful in minimising ambiguities in drawing inferences on the basis of results obtained.
Sample:

Sample is the selection of a small group of individuals, objects or events from a population. The sample size is the most important factor for a study which plays a significant role in statistical analysis and in drawing inferences from the results obtained. Keeping in view the objectives of the present study 250 doctors (male = 142 and female = 108, Married = 138 & Unmarried = 112, Hindu = 102 & Muslim = 148) were randomly selected from JNMCH of A.M.U., Aligarh. Age range was 26 to 51 years. Their experience on job ranged from 1 to 19 years.

The investigator personally contacted each doctor and explained briefly the purpose of the study. They were requested to spare 30-40 minutes for this purpose. The investigator gave a set of questionnaires containing job satisfaction Questionnaire, work commitment scale, a test of Altruism and locus of control scale to each respondent. They were requested to go through each statement and respond as per instructions provided on the tests.

In addition each respondent was requested to furnish the information regarding age, sex, experience, marital status and religion. The investigator assured that the information given by them will be used only for academic purpose and will be kept confidential.

TOOLS:

The following tests were used to gather information from the subjects for the present research.
1. **Job Satisfaction Questionnaire** developed by Singh (1987) was used to measure the level of job satisfaction of doctors. It contains 20 items and each item to be rated on a 5 point scale ranging on the continuum of highly satisfied to highly dissatisfied. The range of score on JSQ is 20-100. The degree of job satisfaction as high or low determined by above and below median, respectively. The reliability of the test is .96, and its content and concurrent validity was established.

2. **Work commitment scale** is developed by the researchers (Ali & Khan). This scale comprises 20 items on a 5-point rating scale from strongly agree to strongly disagree and the weighted scores of responses would be marked 5, 4, 3, 2 & 1 respectively. Item analysis was done and only 20 items in the form of the scale which have been good discriminative value was retained. The range of scores on work commitment scale lie between 20 to 100. Its reliability was established .73 by split-half method.

   The purpose of the test was to measure the degree of work commitment. The high and low work commitment groups were formed on the basis of above and below median.

3. **Altruism Test** developed by Jain (1989) was used to measure the degree of altruistic behaviour of doctors. The test comprises of 25 items on a three point rating scale—'agree', 'can not say ' and 'disagree'. The weighted scores of responses will be marked 3, 2 and 1 for positive statement whereas 1, 2 and 3 will be marked for the reversed items (9, 12, 13, 22, & 23) respectively. The possible range of the scores for the present altruism test varies from 35 to 65. High and low altruistic groups were formed on the basis of median. The reliability of the test is .68 and its validity was established.
4. **Locus of control scale**: Rotter's Locus of control scale as adapted by "American Psychological Association (1971)" was used to identify internally and externally controlled group of subjects. The scale consists 10-pairs of statements categorised as group `A' and `B'. The subject has to put tick mark on the statement with which he/she agrees most either from category A or B for all the 10-pairs of statements. The scoring was done according to the key provided to form internally and externally controlled groups.

5. **Biographical information**: The subjects were also requested to provide biographical information such as Age, Sex, Experience, Marital Status and Religion.

**STATISTICS**:

Selection of suitable statistical method depends upon the type of data and the design of proposed research. In the present study independent variables are work commitment, altruism, locus of control, age, sex, marital status, experience, religion and one dependent variable i.e. job satisfaction. For this purpose other statistical methods can also be used but t-test was preferred over the others to analyse the data because it was found suitable in accordance with the objectives of the study. Keeping in view the main objectives of the research various comparison groups were formed. On the basis of median the age and experience of the respondents were dichotomised to see their varying effect on the levels of job satisfaction.