CHAPTER IV

METHODOLOGY

- Hypotheses
- Sample
- Procedure
- Tools
- Statistical techniques
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HYPOTHESES

The following main hypotheses are under investigation:

A) Hypotheses pertaining to Job-family interface:

1) There is significant positive relationship between job-involvement and job-satisfaction.
2) There is significant positive relationship between job-involvement and marital-satisfaction.
3) There is significant positive relationship between family-involvement and marital-satisfaction.
4) There is significant positive relationship between family-involvement and job-satisfaction.
5) There is significant positive relationship between job-involvement and family-involvement.
6) There is significant combined influence of job- and family-involvement on job- and marital-satisfaction.

B) Hypotheses pertaining to personality and satisfaction:

1) There is significant positive relationship between each of the Big-Five factors of personality and job-satisfaction.
2) There is significant positive relationship between each of the Big-Five factors of personality and marital-satisfaction.
3) There is significant combined influence of job-involvement and each of the Big-Five factors of personality on job-satisfaction.
4) There is significant combined influence of family-involvement and each of the Big-Five factors of personality on marital-satisfaction.

C Various other related hypotheses pertaining to low and high groups on the involvements and the personality factors have also been examined.

The present study is a correlational and multiple-regressional study. The details regarding the sample, tests, collection of data, statistical techniques and analysis of results are given below.

a) SAMPLE:

Literature on human development reveals that during early adulthood, around 25 years of age, generally an individual attains physiological, social, and psychological maturity (Hurlock, 1980). An adult is capable of performing family, job and social roles with his unique personality by realizing his position in society, his abilities and also what the society expects from him. With this background, it was decided to select the purposive sample of adults for this study.

The sample was selected purposively from the teachers of 14 colleges in the Hubli-Dharwad corporation area.

There were 637 men and 138 women teachers. The selection of the sample has been confined to permanent male teachers having at least five years of marital life and teaching experience, not employed wife and not less than one child.

On the basis of the above criteria 569 male teachers were eligible to be the subjects. Among the eligible teachers, 500 teachers were selected randomly as the sample for the present investigation.

b) PROCEDURE:

The selected teachers were contacted individually to administer the five scales. The subjects were convinced that no identification mark is made or number was printed any where
in the booklet to ensure that the identity of the subjects is not revealed in the process. They were required not to write their name and while returning the booklet, they were requested to deposit their booklet into the bundle of such completed booklet collected from other subjects. These precautionary measures were taken only to get the true responses from them about their personal life. Out of 500, 349 subjects have given the responses to all the items of the five scales and 151 subjects have inserted the booklets with incompletely responses.

C. TOOLS:

Description of the Tests:

The following scales were used to study different variables under investigation.

1. Job-involvement scale:

In this study, a scale developed and standardized by Rabindra N. Kanungo (1982) has been used to measure job-involvement. Kanungo (1982) says “past psychological research in the area of job-involvement is fraught with problems of conceptual ambiguities and measurement inadequacies. The major source of conceptual ambiguity lies in the use of the construct ‘job-involvement’ that carries excess meaning. Consequently, the techniques developed to measure ‘job-involvement’ suffer from the problem of construct validity”.

In view of above said problem of construct validity, Kanungo (1982) has reconceptualized the construct 'involvement'. He says “involvement either in the context of particular job or with work in general can be viewed as a cognitive or belief state of psychological identification". An individual’s psychological identification with a particular job or with work in general depends on: (a) the salience of one's needs, and (b) the perceptions one has about the need satisfying potentialities of the job or work.

On the basis of the above theoretical construct Kanungo (1982) has developed and standardized the scales of job-involvement and work-involvement.

Kanungo’s job-involvement scale has three different formats:
a. **Questionnaire Format:**

This consists of 15 items, among those 2 are negative and five are filler-items. Each item has six alternative answers- Strongly agree, Agree, Mildly agree, Mildly disagree, Disagree and Strongly disagree. The score of the positive items is as follows:

<table>
<thead>
<tr>
<th>Alternative response:</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Mildly agree</th>
<th>Mildly disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

The scoring of the negative items is as follows:

<table>
<thead>
<tr>
<th>Alternative response:</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Mildly agree</th>
<th>Mildly disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
</tbody>
</table>

The filler-items' responses are deleted from scoring.

b) **Semantic Differential Format:**

This part consists of 12 bipolar items with seven point response format. Among the 12 items, four are filler-items. In this format the scoring is as follows:

<table>
<thead>
<tr>
<th>Points of scale:</th>
<th>1, 2, 3, 4, 5, 6, 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
<td>7, 6, 5, 4, 3, 2, 1</td>
</tr>
</tbody>
</table>

c. **Graphic Format:**

This format consists of 2 items with 7 point response format. The scoring of both the items is as follows:

<table>
<thead>
<tr>
<th>Points of scale:</th>
<th>7, 6, 5, 4, 3, 2, 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
<td>7, 6, 5, 4, 3, 2, 1</td>
</tr>
</tbody>
</table>

In each format, the subject has to give the response by selecting one of the alternative responses which represents the personal evaluation.

Job-involvement scale, maximum and minimum possible scores are 130 and 20
respectively. The pilot study was conducted and determined the reliability of this test. The split-half reliability was calculated and the coefficient of reliability of the test is 0.82, which is highly significant.

Regarding reliability and validity of job-involvement scale, Kanungo (1982) reports that the internal consistency, and test and retest reliabilities are reasonably high, and both reliability of repeated measurements and of internal consistency of items were adequate for these scales. These scales pass the test of unidimensionality and of convergent and discriminant validity. The tests of criterion-related concurrent validity of these measures add to their validation.

Higher score indicates higher level of job-involvement and lower score indicates lower level of job-involvement.

2. **Family-involvement scale**:

This scale was developed and standardized by Misra, Ghosh and Kanungo (1990). The scale consists of questionnaire format and graphic format, involving 6 and 2 items respectively with 7 point response format. The scoring of questionnaire items is as follows.

**Alternative response**: Strongly agree | Agree | Mildly agree | Cannot say | Mildly disagree | Disagree | Strongly disagree

**Score**: 7 6 5 4 3 2 1

The scoring of graphic items is as follows:

**Points of scale**: 1, 2, 3, 4, 5, 6, 7

**Score**: 1, 2, 3, 4, 5, 6, 7

The subject has to select one of alternative responses which represents personal evaluation. On the scale the maximum and minimum possible scores are 56 and 8 respectively. The pilot study was conducted and determined the reliability of this test. The
split-half reliability was calculated and the coefficient of reliability of the test is 0.88, which is highly significant.

Misra, Ghosh and Kanungo (1990) say “family-involvement scale has satisfactory psychometric properties. In terms of internal consistency, the scale is highly reliable and it also passes the test of unidimensionality of the family-involvement construct”. They say “the scale seems to have reasonable level of both convergent and divergent validity”. Higher the score, the greater the family-involvement and lesser the score, the lesser the family-involvement.

3. The Big-Five factor personality scale:

Goldberg (1992) has provided two sets of the Big-Five factor markers of personality. In this study “The 100 unipolar makers for the Big-Five factors structure of personality” have been used. It consists of 100 traits with 9 alternative responses. These traits are classified under the five factors which represent personality:

1) Factor I - Surgency: This factor consists of 10 positive and 10 negative traits.
2) Factor II - Agreeableness: This factor consists of 10 positive and 10 negative traits.
3) Factor III - Conscientiousness: This factor consists of 10 positive and 10 negative traits.
4) Factor IV - Emotional stability: This factor consists of 6 positive and 14 negative traits.
5) Factor V - Intellect: This consists of 10 positive and 10 negative traits.

The maximum possible score is 180 and the minimum score is 20 for each of the Big-five factor of personality.

On each factor, higher score indicates predominant expression of that factor’s characteristics and lower score indicates submissiveness of that factor’s characteristics in the subject’s normal life-process. The pilot study was conducted and determined the reliability of this test. The test-retest reliability was calculated and the coefficient of reliability of the test is 0.86, which is highly significant.
Goldberg (1992) has studied and determined reliability and validity of the Big-five factors of personality. He says “100 traits of the Big-five factors of personality can be considered as an alternate to the scales in the NEO and Hogan’s personality inventories”.

4. **Job-satisfaction scale**

Kanungo’s job-satisfaction scale (1982) has 16 items. Each item has six alternative responses—Extremely satisfied, Moderately satisfied, Mildly satisfied, Mildly dissatisfied, Moderately dissatisfied and Extremely dissatisfied. The subject has to answer by choosing any one of the alternatives which more truly reflects and accurately represents one’s feeling about the job. The scoring of each item is as follows:

<table>
<thead>
<tr>
<th>Alternative response</th>
<th>Extremely satisfied</th>
<th>Moderately satisfied</th>
<th>Mildly satisfied</th>
<th>Mildly dissatisfied</th>
<th>Moderately dissatisfied</th>
<th>Extremely dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

On the scale, maximum and minimum possible scores are 96 and 6, respectively. Higher score indicates higher level of job-satisfaction and lower score indicates lower level of job-satisfaction. The pilot study was conducted and determined the reliability of this test. The split-half reliability was calculated and the coefficient of reliability of the test is 0.84, which is highly significant.

5. **Marital-satisfaction scale**

Marital-satisfaction scale developed by Roach, Frazier and Boden (1981) was used to measure marital-satisfaction. It consisted of 24 negative and 24 positive items. Positive items represent favourable attitude and negative items represent unfavourable attitude toward marriage. Response-categories were: 'Strongly agree', 'agree', 'neutral (undecided)', 'disagree' and 'strongly disagree'. Scoring on each item ranged from 1 to 5, with 5 indicating the most favourable attitude towards one’s marriage and 1 the least favourable attitude. The subject had to select one of alternative responses which represents one’s feeling about one’s marriage. The maximum and minimum possible scores are 240 and 48 respectively.
The pilot study was conducted and determined the reliability of this test. The split-half reliability was calculated and the coefficient of reliability of the test is 0.91, which is highly significant.

Regarding reliability and validity Roach et al. (1981) state that marital-satisfaction scale is an effective and single factor measure of favourability of attitude towards one's marriage and results indicate that the instrument has very high internal consistency, sufficient test-retest reliability and validity, and a low degree of contamination with social desirability.

**Statistical techniques:**

As the purpose of the study is to find out the relationship between the variables, Karl Pearson's coefficient of correlation is used to establish the relationship. The relationship is tested for its significance.

To study the combined influence of involvement and the factors of personality on satisfaction, multiple regression analysis is calculated.

Further, to study the difference between the low group and the high group of independent and mediating variables on dependent variables, the 'Z' values are calculated and tested for significance.

Furthermore, multiple regression analyses are carried out to determine the individual and combined influence of independent variables in explaining the variation in the dependent variable and to identify the variables which contributed significantly towards the variation in dependent variable. Correspondingly, step-wise multiple-regression analysis is carried out to identify among the selected variables, which contribute significantly to the variation in the dependent variable.