METHODOLOGY

The concept of relative deprivation has been of interest to social scientists, since it may be thought to produce or correspond with certain predictable attitudes of the individual. Crosby (1976) formulated a theory of relative deprivation with five necessary preconditions. It is interesting that such a useful and appealing concept as relative deprivation has some application for real life feelings of perceived injustice. Validation of this theory have been advocated in other countries and is subject to vary from country to country. Since no attempt has been made so far to validate this in the Indian context, a need to integrate theory and empirical data by filling the gap is much felt in an applied setting. Hence with the assumption that the present study would unveil many interesting facts, the following objectives were followed:
OBJECTIVES:

1) To study the extent of relative deprivation.

2) To examine the relevance of deprivation determinants formulated by Faye Crosby (1976), viz.
   a) Seeing someone else possessing X
   b) Wanting X
   c) Feeling entitled to X
   d) Thinking it feasible to obtain X
   and
   e) Feeling a sense of personal responsibility for not having X

3) To ascertain the relationship between expectancy distance and relative deprivation in order to test Runciman - Gurr controversy over the feasibility of obtaining X (Runciman, 1966; Gurr, 1970)

4) To assess the relationship between orientation towards mobility and relative deprivation.

5) To ascertain any relationship exists between organisational climate and relative deprivation.
6) To analyse the factors responsible for relative deprivation.

HYPOTHESES

The hypotheses for the present study are:

1) Relative deprivation is positively related with the following pre conditions:
   a) Seeing someone else possessing X
   b) Wanting X
   c) Feeling entitled to X
   d) Thinking it feasible to obtain X
      and
   e) Lacking sense of self responsibility for not having X

2) In order to test the Runciman - Burr controversy over the feasibility of obtaining X, the null hypothesis is that expectancy distance and relative deprivation are independent to each other.

3) Positive orientation towards mobility and relative deprivation are positively related.
4) Favourable organisational climate is negatively associated with feelings of deprivation, whereas unfavourable organisational climate is positively associated with feelings of relative deprivation.

SAMPLE FRAME & SAMPLE SELECTION:

The universe of the present study was blue collar workers of a tool manufacturing private industry, named Textool, in Coimbatore city. The company was started in the year 1946. It manufactures textile machineries, machine tools, steel castings and arc furnaces. The company is situated on the northern side of Coimbatore, on the Coimbatore - Sathyamangalam main road at a distance of three kilo metres from the city. The company had a strength of 898 permanent workers at the time of data collection, among whom 275 workers were drawn on a simple random basis for interview. Apart from this company also employees temporary workers, trainees, casual labourers and contract labourers. Inclusion of permanent workers was deliberate, because it was discovered that the responses from temporary workers were inconsistent, though they are likely to be absorbed in the future. Subjects were contacted with
the help of management and were interviewed directly. Data collection was held during March - June 1987. Interviews were conducted during intervals and shift changes. The interviews lasted approximately an hour per subject. The atmosphere of the interview was as formal as possible. In the initial stages some of the workers had suspicion regarding the collection of information. But some of the other workers came forward with enthusiasm and convinced their colleagues about the purpose of the study. The interview was prefaced by the experimenter's statement to the effect that data were confidential, and that, though they would be published no names would be revealed. Out of 275 samples, 25 schedules had to be filtered out due to incomplete responses, because of their inability to spare time. Thus the sample size constituted to 250 men.

MEASURES:

Readings on relative deprivation work, especially Crosby, 1976 and Alian 1985, and discussions with scholars in the relative fields enabled the researcher to formulate statements that would indicate the feelings
of relative deprivation. In order to ascertain whether the statements would aptly indicate feelings of relative deprivation, they were subjected to the judgments of experts like academicians, industrial relations experts and experts in research fields. The judgment by these experts enabled to modify, include and delete statements. On this basis, an interview schedule operationalizing the five preconditions of comprehensive model and hypothesized feelings of relative deprivation, consisting of 21 statements, was constructed and pretested. All the five preconditions were repeated for all the 21 statements. The questions for relative deprivation was answered on a 4 point scale (very dissatisfied = 4; slightly dissatisfied = 3; satisfied = 2; very dissatisfied = 1) and the preconditions were answered either as Yes or No.

Expectancy distance was assessed on a 5 point scale with degrees ranging from very much to very less (very much = 5; much = 4; to some extent = 3; less = 2; very less = 1)
Responses to mobility orientation were made on a 5 point likert scale, strongly agree to strongly disagree (strongly agree = +2; agree = +1; neither = 0; disagree = -1; and strongly disagree = -2).

Organisational climate aspects were assessed by a scale developed by Litwin and Stringer from seven dimensions namely, Conformity, Responsibility, Standards, Rewards, Organisation clarity, Warmth and Support and Leadership, ranging from 1 to 10.

In any case, the highest and lowest scores obtained by a particular respondent or respondents are treated as the extreme of the continuum. A continuum was classified into three possible equal categories denoting high, moderate or low position of a particular attribute. The scores obtained by respondents indicate the level of possession of an attribute. Organisational climate was classified into two categories as favourable and unfavourable.
The continuum prepared thus are:

**Relative Deprivation:**
- High: 64 - 84
- Moderate: 43 - 63
- Low: 22 - 42

**Relative Deprivation with Regard to Social Position:**
- High: 16 - 20
- Moderate: 11 - 15
- Low: 6 - 10

**Relative Deprivation with Regard to Income:**
- High: 16 - 20
- Moderate: 11 - 15
- Low: 6 - 10

**Relative Deprivation with Regard to Working Condition:**
- High: 34 - 45
- Moderate: 23 - 33
- Low: 12 - 22
Expectancy Distance:

- High 78 - 105
- Moderate 50 - 77
- Low 22 - 49

Organisational Climate:
- Unfavourable 8 - 38
- Favourable 39 - 70

Apart from these the interview schedule also included respondents' personal characteristics and work related aspects.

ANALYSIS:

Collected data were coded and transferred them to a master chart and tables were extracted from the master chart.

First, all the pre conditions are tested for each and every item of relative deprivation measure. Then over
all relative deprivation is analysed in relation to expectancy distance, mobility orientation, organisational climate and personal and other characteristics.

Then relative deprivation with regard to different aspects like, social position, income and working conditions are also analysed in relation to mobility orientation and to the personal and other characteristics of the subjects.

**STATISTICAL TEST**

Statistical inference is an important aspect of scientific inference. In the present study statistical tools like 't' and chi square tests were applied to inspect the significance of relationship between variables. Chi square was applied to those tables relating preconditions of relative deprivation and feelings of relative deprivation using formula,

\[
X^2 = \frac{(O - E)^2}{E}
\]

Where \( O = \) Observed frequency

and \( E = \) Expected frequency
"t" test has been used to extract the significant relationship between those factors affecting relative deprivation, relationship between expectancy distance, mobility orientation, organisational climate and relative deprivation with the formula,

\[
\frac{\bar{X}_1 - \bar{X}_2}{\sqrt{\frac{S_1^2}{n_1} + \frac{S_2^2}{n_2}}} \times \sqrt{\frac{n_1 n_2}{n_1 + n_2}}
\]

Where, \( \bar{X}_1 \) = Mean of the first category

\( \bar{X}_2 \) = Mean of the second category

\( S_1 \) = Variance of the first category

\( S_2 \) = Variance of the second category

\( n_i \) = Number of frequencies in the first category
\[ n = \text{Number of frequencies in the second category} \]

The significance for the both tests were assessed at 5% level, for chi square at 1 degree of freedom.

In order to determine the direction of relationship between variables Gamma test of association, which is a statistic analogous to Yule's Q has been applied. Unlike Yule's Q which can be applied only 2 x 2 tables, Gamma can be applied to R x C tables.

The formula is,

\[ Y = \frac{F - F}{\frac{F}{a} + \frac{F}{i}} \]

Where,

- \( F \) is the frequency of agreement and \( a \) is the frequency of invertions.

Mean score is also applied wherever Gamma is not applicable.
Percentage distribution has been used in stating the respondents' levels of relative deprivation, mobility orientation and organizational climate.

**Operational Definitions:**

**Relative deprivation:**
It is the anxious dissatisfaction or discontent with one's present level of achievement with respect to a specific goal.

**Expectancy Distance:**
It is the extent to which a worker feels that obtaining a desired object (X) is feasible.

**Mobility Orientation:**
It refers to the attitudes, values and belief directed towards raising positions in the stratification hierarchy.

**Organizational Climate:**
Its seven dimensions are:

a) Conformity: The feeling that there are many externally imposed constraints in the organisation, the degree to which members feel that there are many rules, procedures, policies and practices to which they have to conform rather than being able to do their work as they see it.

b) Responsibility: Members of the organisation are given personal responsibility to achieve their part of the organisation's goals, the degree to which members feel that they can make decisions and solve problems without checking with superiors each step of the way.

c) Standards: The emphasis the organisation places on quality, performance and outstanding production, including the degree to which the member feels the organisation is setting challenging goals for itself and communicating these goal commitments to members.

d) Rewards: The degree to which members feel that they
are being recognized and rewarded for good work rather than being ignored, criticised or punished when something goes wrong.

e) Organisational Clarity: The feeling among members that things are clearly defined rather than being disorderly, confused and chaotic.

f) Warmth and Support: The feeling that friendliness is the valued norm in the organisation that members trust one another and offer support to one another. The feeling that good relationship prevail in the work environment.

g) Leadership: The willingness of organisation members to accept leadership and direction from qualified others. As needs for leadership arise, members feel free to take leadership roles and are rewarded for successful leaders. Leadership is based on expertise. The organisation is dominated by, or dependent as, one or two individuals.