METHODOLOGY

INTRODUCTION

A 'working woman' today refers to a woman who works outside her home for a wage or salary. Nowadays most of the women have been coming forward to work in order to create a meaning for themselves or out of economic necessity. The problems and difficulties of working women are multidimensional and they need a deep probing. This chapter discusses the research methodology of the present descriptive study. It covers the need and objectives, hypotheses, universe for the study, pilot study, tools of data collection, pre-testing, collection of data, operational definitions, statistical analysis of data for drawing meaningful conclusions and chapterization.

NEED FOR THE STUDY

The Indian women today are no longer contented to worship their home as their only abode, nor do they wish to confine themselves to the four walls. They would rather aspire to go in for newer climbs and nurture a zest to prove their worth in varied fields on par with their male counterparts. This paves the way to one important factor namely, women's employment. The rapid industrialization, the undue importance to material wealth and the economic necessity attracted women to take employment, which in turn has given rise to changes in their roles and status in India.
This transition of women's status, no doubt brings about many healthy and positive changes for them. However one cannot ignore or underestimate the inherent psychological and sociological problems of working women in general. Moreover, the multiple roles played by a woman – an employee, a mother, a wife and a helpmate for the family members create adjustment problem depending on their personality types which inturn gives them a feeling of insecurity. When they feel insecure, their performance in the job becomes poor and it leads to job discontent. So when they have job discontent or less job satisfaction their ability to meet the demands of day to day life gets affected and on the whole they have poor life satisfaction.

Therefore, an attempt has been made in this present descriptive study, to study empirically, the personality type, the level of adjustment problems, the level of insecurity feelings, the level of job satisfaction and the level of life satisfaction with a view to prepare a profile of working women who are employed in S.J.L.T. Textiles Ltd., Namakkal and to analyse the socio-economic factors influencing them.

AIMS AND OBJECTIVES OF THE STUDY

The following are the aims and objectives of the present study.

1. To study the socio-demographic characteristics of working women in textile company.
2. To access the personality characteristics of working women in textile company.

3. To identify the level of adjustment problems experienced by the working women in textile company.

4. To analyse the insecurity feelings among working women in textile company.

5. To assess the job satisfaction of the working women in textile company.

6. To analyse the life satisfaction of the working women in textile company.

7. To find out the association between personality type, level of adjustment, insecurity, job satisfaction and life satisfaction.

RESEARCH DESIGN

The main aim of the present study is to portray the different characteristics of working women in textile company with regard to their personality type, level of adjustment, feelings of insecurity, job satisfaction and life satisfaction. It also attempts to test the relationships and associations of variables upon which hypotheses were formed. (Royce Singleton, Bruce C. Straits, Margaret M. Straits and Ronald J Mc Allister: 1998). The data collected by administering questionnaire were chosen and analysed to enable the researcher to make estimates of precision and generality of the findings. Hence for this research, descriptive design has been adopted.
HYPOTHESES

1. There is a significant relationship between introvert personality type and the overall adjustmental problems.

2. There is a significant relationship between introvert personality type and the insecurity feelings of the respondents.

3. As the level of overall adjustmental problems increases, the level of insecurity feelings of the respondents also increases.

4. Higher the overall adjustmental problems of the respondents lesser will be the job satisfaction.

5. Higher the overall adjustmental problems of the respondents lesser will be the life satisfaction.

6. Higher the level of insecurity feelings of the respondents lesser will be the job satisfaction.

7. Higher the level of insecurity feelings of the respondents lesser will be the life satisfaction.

8. Higher the level of job satisfaction of the respondents higher will be the life satisfaction.
UNIVERSE FOR THE STUDY

The present descriptive study on women workers is limited to S.J.L.T. Textiles Ltd., Namakkal. There are 300 women workers in the company and all of them are included for the present study. Hence census method was adopted.

PILOT STUDY

The research investigator made a number of visits to the textile company to find out the feasibility of conducting the study. She also had discussions with the concerned authorities and explained the purpose and the nature of instruments to be used for the present study. This enables the investigator to establish rapport with the women workers and later helped her to collect the required data in time.

TOOLS OF DATA COLLECTION

The researcher used questionnaire as the tool for collecting the data for the present study, since the respondents were all educated and competent enough to answer questions at their convenient time, despite their regular day-to-day activities. Before finalising the tools of data collection to be used, the researcher had discussions with the concerned company authorities and women workers and decided on the relevant questions and the areas to be explored in the present study. A survey of existing literature on working women also helped the researcher to finalise the relevant tools of data collection.
The first part of the questionnaire covered the questions pertaining to personal and socio-economic background of the respondents. Added to this, the following tools were also used for the present study.

1. PERSONALITY INVENTORY

To find out the personality types like introversion, extroversion and neuroticism, personality inventory (adapted from EPI form – A) developed and standardized by Sridevi Ammal (1977) was used. The reliability and validity of the tool was established by the aforesaid author (1977).

2. ADJUSTMENT PROBLEM INVENTORY

Adjustment problem inventory developed by Ramamurthy (1968) was used to find out the extent of adjustment problems in the areas of health, emotion, self, home and social. The same tool was also administered to find out the overall adjustment problems. The reliability and validity of this tool was established by the aforesaid author (1968).

3. SECURITY – INSECURITY INVENTORY

To find out the level of insecurity feelings, the inventory developed by Govind Tiwari and Singh (1975) was used. The reliability and validity were already established by the authors.
4. JOB SATISFACTION

Job satisfaction inventory developed by Amar Singh and Sharma (1986) was used to find out the level of job satisfaction. Job Intrinsic and Job Extrinsic factors were the major sub areas in this tool to identify the level of job satisfaction. The reliability and validity of this tool was established by the same authors.

5. LIFE SATISFACTION INDEX – Z

Life Satisfaction Index – Z developed by Havighurst (1971) was used to find out the level of life satisfaction. The validity and reliability of the tool for Indian sample was established by Anantharaman (1980).

Though for all the above mentioned tools of data collection, the reliability and validity have been established for Indian population by the concerned authors as mentioned above, for the purpose of the present study, the investigator has applied split half co-efficient test to establish the reliability for the above mentioned tools of data collection as an additional measure. The results of such tests to establish reliability in the exploratory study are given below.
Table : 7

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Name of the tool</th>
<th>Standardized for Indian Population</th>
<th>Values of the reliability coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Personality (Adapted from EPI from – A)</td>
<td>Sridevi Ammal (1977)</td>
<td>0.683</td>
</tr>
<tr>
<td>2</td>
<td>Adjustment problems inventory</td>
<td>Ramamurthy (1968)</td>
<td>0.885</td>
</tr>
<tr>
<td>3</td>
<td>Security – Insecurity inventory</td>
<td>Govind Tiwari &amp; Singh (1975)</td>
<td>0.605</td>
</tr>
<tr>
<td>4</td>
<td>Job Satisfaction Inventory</td>
<td>Amar Singh &amp; Sharma (1986)</td>
<td>0.746</td>
</tr>
<tr>
<td>5</td>
<td>Life Satisfaction Index – Z</td>
<td>Anantharaman (1980)</td>
<td>0.904</td>
</tr>
</tbody>
</table>

PRE - TESTING

To ascertain the suitability and adaptability of the tools of data collection, a pre-test was carried out among 10 women workers at S.J.L.T. Textiles, Namakkal. The responses were carefully scrutinized and analysed. Since standardized tools had been used, there was no necessity to modify the questionnaire. However the investigator had to add or modify or refine the questions pertaining to the personal and socio-demographic data, if found necessary.
DATA COLLECTION PROCESS

The researcher distributed the tools of data collection to all the women workers in S.J.L.T. Textiles Ltd., Namakkal. She also fixed two contact persons before the distribution of the questionnaire and gave a detailed orientation to them regarding the content, nature and purpose of the tools to collect the response sheets. She also clarified now and then the queries raised by the contact persons regarding the tools. The investigator waited for nearly three to four months to collect the filled-in questionnaire back. Frequent visits to the company were also made by the researcher to collect the relevant data.

STATISTICAL ANALYSIS OF DATA

The data collected were carefully analysed and processed. Statistical tests such as mean, standard deviation, median, chi-square, one way analysis of variance and Karl Pearson's co-efficient of correlation were applied to interpret the data to draw meaningful inferences. The mean and standard deviations were used for the numeric data such as age, years of experience, and so on. The one way analysis of variance was used to find out the significant difference between three groups. The chi-square test was used to find out the association between two variables. The Karl Pearson's co-efficient of correlation was used to find out the relationship between the variables namely personality types, overall adjustmental problems, insecurity feelings, overall job satisfaction and life satisfaction. The same
test was also used to find out the relationship between the personal data (age, years of experience, number of dependents, monthly salary and the monthly family income) and above mentioned variables.

OPERATIONAL DEFINITIONS

Working Women

Working women in this study refers to women workers in SJLT Textile company as doffer, fitter, mixing in-charge, sider, tenter, painter, writer, supervisor, packer, trainer, cone winder, etc.

Dependents

The term ‘dependents’ includes family members like husband, children and other family members like father, mother and siblings depending on the respondents for maintaining their life.

Nuclear Family

Nuclear family is one consisting of husband, wife and their child / children.
Joint Family

Joint family in this study refers to all the members of the family living together under one roof and are related to each other in one way or the other.

Monthly Income of the Respondents

This means the total monthly earnings received by the respondents which includes salary and all eligible allowances.

Monthly Family Income

Monthly family income is referred to the total earnings of all the earning members in the family.

Experience

The term ‘experience’ refers to the continuous and the total experience (in years) of the women in the textile company.

Personality Types

Personality types in this study indicate three classifications mentioned below which were identified by the relevant tool.
1. Introversion

Introversion is typically defined as 'inner directedness' and a preference for abstract ideas rather than concrete objects. A typical introvert is a quiet retiring sort of person, introspective, intellectual, fond of books rather than people. He is reserved and distant except to intimate friends. He tends to plan a head – "looks before leaps" and distrusts the impulse of the moment. He does not like excitement, takes matter of every day life, keeps his feelings under close control, seldom behaves in an aggressive manner, and does not lose his temper easily. He is reliable, some what pessimistic and places great value on ethical values. (Ammal 1977).

2. Extroversion

A typical extrovert may be emotionally expressive, does not like reading or studying by himself. He craves for excitement, acts on the spur of the moment, generally likes changes, being carefree, easy going and optimistic. He prefers to keep moving and doing things, loses his temper quickly. He is not always a reliable person. High scoring individual in extroversion dimension tends to be outgoing,
impulsive and uninhibited, having many social contacts and frequently taking part in group activities. (Ammal 1977).

**Neuroticism**

Individual who gets high scores in neuroticism tends to be emotionally over responsive and have difficulties in returning to a normal state. After emotional experience, such individuals frequently complain vague somatic upsets of a minor kind, such as headaches, digestive troubles, insomnia, backaches and also report many worries, anxieties and other disagreeable emotional feelings. Those who have high scores in neuroticism are unstable persons, moody, anxious and restless persons. (Ammal 1977). Scoring is done in such a way that the high scores in neuroticism indicate neuroticism.

**Adjustmental Problems**

This refers to the prevalence of problems in the areas of health, emotion, self, home and social as measured in the adjustment problem inventory developed by Ramamurthy. (1968).

**Less Adjustmental Problems**

In the present study, the individual scores upto 89 in the adjustmental problems inventory of Ramamurthy (1968) is termed as less adjustmental problems.
This means, an individual who gets a score less than 89 has less adjustmental problems.

High Adjustmental Problems

The individual whose score reaches 90 and above in the adjustmental problems inventory of Ramamurthy (1968) is termed as high adjustmental problems in this study.

Insecurity Feelings

‘Insecurity feelings’ in this study refers to the prevalence of emotional instability, feeling of rejections, inferiority complex, anxiety, isolation, jealousy, hostility, irritability, inconsistency and tendency to accept as measured by the Security – Insecurity Inventory developed by Govind Tiwari and Singh (1975).

Less Insecurity Feelings

The individual who scores upto 64 in Security – Insecurity Inventory of Govind Tiwari and Singh (1975) is termed as less insecurity feelings in this study.
High Insecurity Feelings

The individual whose score is 65 and above in Security – Insecurity Inventory of Govind Tiwari and Singh (1975) is termed as high insecurity feelings in this study.

Job Satisfaction

It refers to the satisfaction in job intrinsic factors (factors inherent in the job) and job extrinsic factors (factors residing outside the job). Job intrinsic statements further conceptualized as job concrete (such as place of posting, working condition, etc.) and job abstract statements (such as co-operation, democratic functioning, etc.) and job extrinsic factors consisting of three components viz. Psycho-social (such as intelligence, social circle, etc.), economic (salary, allowances, etc.) and community / national growth (such as quality of life, contribution to the growth of national economy, etc.) (Amar Singh and Sharma 1986).

In the present study, for the purpose of classifying job satisfaction into two categories namely high and low, the researcher used the median method.

Low Job Satisfaction

It refers to an individual whose score is upto 52 in the job satisfaction inventory of Amar Singh and Sharma (1986) in this study.
High Job Satisfaction

The individual whose score is 53 and above in the job satisfaction inventory of Amar Singh and Sharma (1986) is termed as high job satisfaction in this study.

Life Satisfaction

The state of being satisfied or pleased or contented in life situations as measured by the Satisfaction Index by Havighurst (1971).

The median method has been used to classify the life satisfaction of the respondents into two categories namely, high and low in the present study by the researcher.

Low Life Satisfaction

An individual who gets a score below 8 in Life Satisfaction Index-z (Havighurst 1971) is termed as low life satisfaction in this study.

High Life Satisfaction

The individual who gets a score of 8 and above the Life Satisfaction Index-z (Havighurst 1971) is termed as high life satisfaction in this study.
PROBLEMS ENCOUNTERED BY THE RESEARCHER

1. The researcher had to wait for a longer period (3 – 4 months) to collect the questionnaire from the respondents owing to the following reasons that some of the respondents were availing sick leave or special leave for marriage and some of them had gone to attend the training programmes.

2. Though the researcher had fixed two contact persons, it was difficult for the researcher to contact the contact persons since they were also busy with other works in the company. However, frequent visits by the researcher solved this problem.

3. The researcher had to spend few hours with the contact persons before assigning the work to them. The researcher explained the tools of data collection in detail and clarified now and then when they had raised some doubts in the questionnaire. The contact persons initially showed some hesitation and after explaining the details and the purpose of the tools, they agreed to help the researcher in getting the response sheets.

4. Some employees hesitated to give their response sheets to the contact persons because, they had the fear that their responses might be seen and criticized. In such cases, the researcher herself met the concerned women and collected the response sheets and assured them that their answers would not be disclosed neither to the contact persons nor to the management of the company in any accord.
5. Initially, when the researcher contacted the management, some of them were rigid and partial. They had some inhibition and reservations to fully approve the proposal. They had the fear that the responses of the employees might have positive or adverse reflections on the company which would likely be brought to limelight by this study. However, the researcher overcame this hurdle with the help of establishing good rapport with the management. Women employees had assured them that the data collected will not be disclosed to anyone and it will be used only for the academic purpose and will be kept strictly confidential.

CHAPTERISATION

The present descriptive study is divided into five chapters.

The first chapter discusses the historical perspective of Indian Women, the working women – their prospects and problems and in particular, the women employees and their problems.

The second chapter describes the related studies.

The third chapter discusses the methodology adapted for the present study. It covers the need and importance, aims and objectives, hypotheses, universe for the study, the tools used for the collection of data, operational definitions and so on and so forth.
The fourth chapter deals with the results and interpretation of data based on statistical measures to draw meaningful inferences and conclusions.

The fifth chapter presents the salient findings of the present study. The implications and the suggestions for the future study are also discussed in this chapter.