CHAPTER - IV
DESIGN AND METHODOLOGY

In words of Babbie and Mouton (2002), “the researcher decides on the research strategy that will be followed.” Researcher must follow two steps in research design. Firstly, the researcher must pinpoint exactly what he/she intends to find out. Secondly, he or she “must determine the best way to do it.” Research methodology focuses on precise tasks and methods carried out during measurement of different variables, selections of participants, study area and the procedure adopted for data collection.

Design

For testing the hypotheses formulated in Chapter III, an ex-post facto research was conducted. The correlational design was adopted for relating the work-family relationships, attachment styles, self-esteem and well-being. The relationship between various models of work-family linkages (Positive Spill over from home to work and from work to home, negative spill over from work to home and from home to work, compensation from home to work, and from work to home and the segmentation), two dimensions of attachment style (anxious attachment and avoidance attachment dimensions), self-esteem and well-being (Job-satisfaction, life-satisfaction and happiness) were examined among dual earner couples. Further, the relative contributions of all these variables were assessed in predicting the well-being of the target population.

Sample

Burns (2000) opined that one of the crucial points when designing on the population of the study is to stipulate the boundaries and the limitations pertaining to the population that will be selected. Furthermore, when deciding on the population of the study one would acknowledge the fact that it is
impossible to conduct study on the entire population. Therefore a sample needs to be drawn from the population as its true representation with all the characteristics of population to be studied.

The sample of the present study was constituted on 100 dual earner couples (N = 200) with urban background. The age group of the participants was between 30 to 45 years. As far as the selection of the study area was concerned the issue of convenience was considered on the priority basis, the present study was focused on the female college lecturers and their spouses of Rohtak, Bhiwani and Faridabad cities in Haryana. It was taken into account that the female partner in these couples must be in teaching profession. The male participants of the study were from varied professions like engineers, teaching and architects.

**Material Used**

**Work-family Linkage Questionnaire (WFLQ)**

A 27 items measure of work-family linkage was used with the purpose of measuring relative amounts of spillover, compensation and segmentation which has been constructed by Sumer and Knight (2001). The questionnaire consists of seven subscales: four spillover (Positive Spillover from work to home, Positive Spill over from home to work, Negative Spillover from work to home and Negative spill over from home to work), two compensation (Compensation of what is missing at work and what is missing at home) and one segmentation (Segmentation). There is 7 point scale ranging from 1 (strongly disagree) to 7 (strongly agree). A high score on a given subscale is interpreted as a tendency to experience that type of relationship between work and family domains.

**Attachment Style Questionnaire**

The Experience in Close Relationship – Revised (ECR-R) questionnaire developed by Fraley, Waller and Brennen, (2000) is a revised
version of Brennan, Clark, and Shaver's (1998) Experiences in Close Relationships (ECR) Questionnaire. The items on the ECR-R were selected using techniques based on Item Response theory, but were selected from the same item pool as those from the ECR. ECR-R was designed to assess individual differences with respect to attachment related anxiety (i.e. the extent to which people are insecure vs. secure about the extent to which their partner's availability and responsiveness) and attachment-related avoidance (i.e. the extent to which people are uncomfortable being close to others vs. secure depending on others).

Sibley, Fischer and Liu (2005), conducted three studies that investigate the reliability (test-retest reliability) and validity (convergent, & discriminate validity) of the ECR-R. The first study examined the temporal stability of the ECR-R. The results showed that the test-retest correlations displayed high levels of stability for each attachment style (secure, r = .55, preoccupied, r = .64; dismissing, r = .64; and fearful, r = .76). The second study then used Confirmatory Factor Analysis (CFA) to examine the factor structure of the ECR-R. The results showed that the "ECR-R accurately fits the hypothesized two factor solution representing dimensions of attachment anxiety and avoidance" (Sibley, Fischer & Liu, 2005). Finally, the third study examined the ECR-R by examining the proportions of emotional variance experienced during social interactions with not only a romantic partner, but also a family member and a platonic friend. As predicted, the ECR-R showed sizable portions of rating variance of experienced anxiety and avoidance during social interactions with a romantic partner (correlation, equivalent to roughly .50).

Overall, the results showed that the ECR-R provided highly stable indicators of attachment. "Hierarchical linear modeling analysis further validated the ECR-R, suggesting that it explained between 30% to 40% of the between - person variation in social interaction diary ratings of attachment -
related emotions experienced during interactions with a romantic partner and only 5% to 15% of that in interaction with family and friends."

There are 36 items in the questionnaire in which eighteen (18) items at serial number 1, 5, 8, 10, 11, 13, 14, 15, 16, 21, 25, 27, 29, 30, 31, 32, 35 and 36 comprise the attachment related anxiety scale. Items at serial number 2, 3, 4, 6, 7, 9, 12, 17, 18, 19, 20, 22, 23, 24, 26, 28, 33 and 34 comprise the attachment-related avoidance scale. Each item is rated on a 7-point scale where 1 = strongly disagree and 7 = strongly agree. To obtain a score for attachment-related anxiety, person’s responses were assessed to anxiety related items. In this scale items number 14 and 15 were “reverse keyed” as high score represent low anxiety rather than high anxiety, scores were reversed to these questions before averaging the responses. To obtain a score for attachment-related avoidance, score were calculated for attachment related items. On this scale excepting the item number 6, 18, 22, 26, 34, others were scored in the reverse manner as in the attachment related anxiety scales.

Self – Esteem Inventory (SEI)

Self-esteem was measured with the help of self – esteem inventory by Coppersmith (1975). The SEI is designed to measure evaluative attitudes towards, the self in social, academic, family and personal areas of experience. The Adult form is used with persons aged sixteen and above. It consists of twenty-five items adapted from the School Short Form. The correlation of total scores on the School Short Form and the Adult Form exceeds .80 for three samples of high school and college students (N = 647). The Adult Form is usually self-administered. Administration time rarely exceeds ten minutes.

The SEI can be scored in a few minutes by using the scoring key for the form that has been administered. The answer categories for each of the items were ‘Like me’ and ‘Unlike me’. The agreement with the scoring key gets 1 marks and disagreement with the key gets 0. To arrive at a total Self Score, sum the number of self-esteem items answered correctly would be the
raw scores and further multiplied by four. The high scores on SEI correspond to high self-esteem.

**Job Satisfaction Questionnaire**

Job-satisfaction was measured with the help of Job-satisfaction Questionnaire developed by Muthayya's Job-satisfaction Questionnaire (1973). It consisted of 34 items. The answer categories for each of the items were agree (A), not sure (NS), disagree (D). Job-satisfaction questionnaire were classified into three aspects, viz. Job-aspect, the personal aspect and interpersonal aspect. The job aspect covers information on pay work opportunity, lack of technical know-how, promotional opportunities, facilities for work, work load, conflicting work roles, under-work, monotony of work, expectation of superiors, and authority vested on the job. There are seventeen items covering this aspect. The personal aspect includes ten items and covers information on feeling of inadequacy, security, non-acceptance in the department under-employment, feeling to change the job, lack of authority and belief in programme. The interpersonal aspect consists of seven items covering information on people's apathy to the programmes, political interference and pressure on one work, and attitude to superior officers.

The reliability co-efficient for the job-satisfaction scale is .81, after applying the spearman-Brown prophecy formula.

The scores were calculated with the help of scoring key given in manual of the test. The agreement with the scoring key gets 2 marks, 'Not Sure' gets 1 mark and disagreement with the key gets 0. The score range is 0-34-68. Higher the scores, higher the job-dissatisfaction.

**Life-Satisfaction Scale**

Life-satisfaction scale was developed by Alam & Srivastava (1971). There are total sixty items related to six areas viz. Health, Personal, Economic, Material, Social and Job. The responses are to be given in yes/no. Yes responses indicate the satisfaction. There is no time limit yet it takes about
20 minutes to complete the questionnaire. The scoring was done by assigning 1 mark to each ‘yes’ response. The sum of marks is obtained for the entire scale. The reliability was computed by test-retest method which was .84. The validity of the scale was .74 and .82, respectively by correlating it with Saxena’s Adjustment Inventory and Srivastava’s Adjustment Inventory.

**Revised Oxford Happiness Scale**

To assess the happiness of the subject, the 29-item revised oxford happiness scale (Argyle, 2001) was used. The scale contains 29 items or group of statements about personal happiness. Each group has four statements (a, b, c & d) and the subject is asked to pick out the one statement that best describes the way he/she was feeling. The scoring weights were 0, 1, 2, 3 for a, b, c, and d statements respectively. So, the total score may range from 0 to 87. This sophisticated multi-item scale has good reliability and validity (Carr, 2004).

This test is derived from it’s predecessor, the 20-item oxford happiness inventory (Argyle, Martin & Crossland, 1989). Hills and Argyle (2002) developed the 29 - item oxford happiness questionnaire (OHQ) to be “an improved instrument” to assess subjective well-being (SWB). They improved the oxford happiness inventory by changing the response format form a 0-3 multiple choice scoring format to more widely used Likert Scale. Argyle report acceptable construct validity for the OHQ by providing data on correlation with other self-repot scale of SWB. The other assess to cognitive appraisal component of happiness. However, in contrast to other measures, the OHQ makes the error of including additional items that capture a diffuse range of positive character traits and attributes (Kashdan, 2004).

Cruise, Lewis and McGukin (2006) reported that internal consistency, reliability and temporal stability of oxford happiness questionnaire-short form (Hills and Argyle, 2002) was satisfactory. Internal consistency at both time 1
(alpha = 0.62) and time 2 (alpha = 0.58) separated by two weeks was satisfactory.

Procedure

The list of female lecturers positioned in various colleges of Rohtak, Bhiwani and Faridabad was procured along with their postal addresses and contact numbers (land line/ mobile) from Haryana College Teacher's Association Directory. Out of this list, names of one thirty (130) lecturers were identified to be included in the sample. This identification was made randomly by using lottery method. Every effort was made by identifying more subjects than required (30) to tackle the dropout situations” as a feature (limitation) of survey research. The lecturers figured in the list were contact telephonically. Few participants even asked for the sometime to give their consent. After receiving the consent to participate in the study from 120 dual earner couples, they were included in the sample. Further, they were contacted to fix the appointment for meeting with the investigator for personally delivering the related questionnaires and scales.

On the subsequent meeting with the participants, first of all, rapport was established. The investigator introduced herself and told about the academic purpose and applicability of the present research in prevailing social scenario. Then, they were further assured about the confidentiality of their responses. They were asked to give their responses on various measures authentically and whole heartedly and to pursue their spouses for the same.

Thereafter, all the measures were administered individually to all the participants. Though all the questionnaires / scales were self-administered but for the sake of clarity with regard to the items/ administration, the following general instructions were given for different measures:

*Work-family Linkage Questionnaire* - “The statements concerns what type of tendency of relationship you experience between work and family domains. Respond to each statement to indicate the extent to which you agree
or disagree with the statement on seven point scale in which 1 score is for strongly disagree and 7 for strongly agree.

**Attachment style Questionnaire** — “There are few statements concerning how you feel is emotionally intimate relationships. The purpose is only to collect information regarding how you generally experience relationships, not just in what is happening in a current relationships. Each item has 7 point scale ranging from ‘Strongly Disagree’ to “Strongly Agree”. Respond to each statement by encircling a circle to indicate how much you agree or disagree with the statement.

**Self Esteem Inventory,** “There is a list of statements about feelings. It a statement describes how you usually feel, put an X in the column ‘Like Me’.” If a statement does not describe how you usually feel, put an X in the column “Unlike Me.” There are no right or wrong answers. Begin at the top of the page and mark all 25 statements.

**Job-satisfaction Questionnaire,** “All of us occasionally maintain certain feelings about our job. Here is a list items depicting the feeling related to certain aspects of one’s job. You are required to record the extent to which you are affected by those different aspects of your job by making use the scale provided below. To illustrate, if what is depicted in a particular item is true in your case, encircle “agree” (A), or if it is not true in your case encircle ‘Disagree’ (D). In the event of your not being able to decide, either way (Agree or Disagree), encircle ‘Not Sure’ (NS). In case any particular item is not applicable in your case, please encircle NA.

**Life-satisfaction Scale,** “इस प्रश्नावली में आपके समस्त अनेक कथन दिए गए है तथा प्रत्येक कथन के सामने आपके अपने विचार प्रस्तुत करने के लिए दो विकल्प दिए गए है जिनमें से एक विकल्प को सही का विचार लगाते हुए प्रत्यक्षतर दीजिएगा। यद्यपि समय की कोई सीमा निर्धारित नहीं है फिर भी यथा शीघ्र कार्य समाप्त कीजिए।”

**Revised Oxford Happiness Scale,** “There are groups of statement about personal happiness. Please read all four statements in each group and
then pick out the one statement in each group that best describes the way you have been feeling in the past week, including today. Circle the letter (a, b, c, d) besides the statement that you have picked.

The researcher was present at the time of administration of these measures to help the participants regarding ambiguity of any item or for the sake of clarity with regard to administration as well as for providing support. During this sitting the feasibility to contact their spouses was explored. In this regard certain limitations / difficulties were observed. So keeping this in view, the questionnaires/scales to be filled up by their spouses were given to them the training of filling up the questionnaire / scale in the presence of researcher of female participant may help their spouses to respond in the conflict free situation with regard to various items / administration. The time required for getting the complete information from each subject on various measures was approximately 40 to 50 minutes depending on the nature of the subject. The administration was completed in single sitting. The date and time was fixed for collecting the information of the male participants from their respective spouses in this meeting only.

In this way, the data were gathered of hundred (100) dual earner couple. After collecting data item wise scoring was done for each subject as per their respective scoring keys or procedure laid down in their respective manuals. Scores were obtained by adding the scores on each scale.

After the scoring, the collected data was subject to statistical analyses, the results of which have been discussed thoroughly in the next chapter.