Chapter - III

METHODOLOGY

The aim of the present investigation was to study job-satisfaction and work-commitment as a function of Type A and Type-B behavioural patterns on the sample of public and private teachers. Hence, in quest of carrying out the study most objectively and scientifically, certain concrete steps were undertaken. In chapter-I comprehensive description of the meaning and concepts of the variables studied were highlighted and, thereafter, in the proceeding Chapter-II review of relevant literature were presented. And thereafter, methodology opted for the investigation is being presented in the present Chapter-III.

In any scientific research, methodology plays a very significant and crucial role. Edwards (1971) believed that "in research we do not haphazardly make observation of any or all kinds, but rather our attention is directed towards those observation that we believe to be relevant to the question we have previously formulated. The objective of research, as recognized by all sciences, is to use observation as a basis for answering questions of interest".

Research fill the void of knowledge, hence, consequently provides some new knowledge. In all researches, the objectivity of the investigation is contingent upon the accuracy of research methodology. The choice of methodology of research is determined by the nature of the problems because every specific research demands a particular process and operation to be undertaken for carrying out investigations.
In carrying out any research, it is necessary to carefully adopt appropriate research design, selecting standardized tools, choosing appropriate sample through appropriate sampling technique, undertaking sound procedures for collecting data, tabulating them, and analyzing the data by running suitable statistics. The details of the methodological steps follows:

Sample

In general sample is a small portion of a specific population or universe as representative of that particular population or universe. Mohsin (1984) stated that “a sample is a small part of total existing events, objects, or the information”. For selecting appropriate sample, stratified-random sampling technique was adopted in conducting present investigation. In this sampling technique every individual had the equal probability be being selected. It was an appropriate sampling technique that was warranted to be opted in the very context of present research problem.

The sample of the study has been very clearly indicated in the topic of research endeavour that highlights teachers as the sample of study. For present research investigation the sample was randomly drawn from a various public as well as primary schools. The sample was collected from the districts of J & K namely, Pulwama and Anantnag.

From each of these two districts of J & K, one hundred and fifty teachers were randomly selected from private and public schools and they were distributed questionnaires. All the N=150 teachers filled the questionnaires properly in accordance with the instructions.
Table 3.1 Sample Breakup

<table>
<thead>
<tr>
<th>Nature of Sample</th>
<th>Sample size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private School Teachers</td>
<td>75</td>
</tr>
<tr>
<td>Public School Teachers</td>
<td>75</td>
</tr>
</tbody>
</table>

Table 3.2 Showing Sample Characteristics

<table>
<thead>
<tr>
<th>Nature of Sample</th>
<th>Age in years</th>
<th>No. of Dependents</th>
<th>Work Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Range</td>
<td>Average</td>
<td>Range</td>
</tr>
<tr>
<td>Private school teachers</td>
<td>22-65</td>
<td>35</td>
<td>0-7</td>
</tr>
<tr>
<td>Private school teachers</td>
<td>27-56</td>
<td>44</td>
<td>0-11</td>
</tr>
</tbody>
</table>

Tools Used:

In order to measure and thereby understanding human behaviour, psychological tests are developed and used. It is a matter of fact that there is not a single tool or psychological instrument which may tell about all aspects of behaviour because of complex and varying psycho-emotional attributes of personality and human behavioural dimensions. Hence, there have always been a need for developing psychological instrument for each specific purpose that should be continually validated and revalidated in accordance with the changing time and situations.

Questionnaires since long have been most favoured and convenient means and tool in psychological researches. In the present investigation, questionnaires were used. Comprehensively details of each questionnaire used follow:
Measure of Behavioural Pattern viz., Type A and Type B:

Matterson and Ivancevich (1982) scale was used to assess behaviour patterns. The scale contains 21 bipolar statements and each statement is to be rated on 7-point rating scale ranging from 7 to 1. The scale measures the three components of behaviour pattern: Importance (S), Job Impatience (J) and Hard Driving and Competitive (H). The items number 1-7 measures Impatience, the item numbers 8-14 measures Job Involvement and the item numbers 15-21 measures Hard Driving and Competitiveness. Total scores on these items represent a global Type-A behaviour. The scale differentiates between Type-A and Type-B behaviour patterns on the basis of scores. The scores differentiating individuals on behaviour pattern are given below:

- A score of 122 and above represented hard-core type A
- Score range from 99 to 121 reflects moderate Type-A.
- 90 to 98 represents low type-A.
- 80 to 89 reflects type X, i.e. and individual neither coming in the category of Type-A nor Type-B.
- 70 to 79 indicates low type-B.
- 50 to 69 represents moderate type-B, and
- Scores of 40 and below represents hard-core type B.

The range of the scores varied from 21-147 as a whole and separately to each dimensions varies from 6-42, 8-56, and 7-49 for impatience, job involvement and hard driving/competitive respectively. Khan and Khan (2007) established the reliability of this scale by using test retest method. The reliability of the
dimension: impatience (0.64), job involvement (0.72) and hard driving and competitive (0.75). The reliability of total score representing global Type-A behaviour was 0.71.

Job Satisfaction Scale

To tap the information with regard to employee’s job-satisfaction, Porter’s (1961) Need Satisfaction scale was used. This scale contains fifteen items based on five dimensions viz. Security need, Social need, Esteem need, Need for Autonomy, and Self-Actualization need. The scale has a 5-point response category ranging from “strongly agree” (i.e., 5) to “strongly disagree” (i.e., 1). It is a widely accepted and commonly used scale which is reported to be highly standardized as its reliability and validity are quite high.

Work-Commitment Scale:

To understand and measure level of employee’s work commitment, a scale developed by Imtiaz and Ansari (2000) was used. This scale is based on three dimensions proposed by Meyer and Allen (1991) viz., (i) affective commitment which involves employee’s emotional attachment to identification and involvement with organization, (ii) continuance commitment which refers to commitment based on cost that employees associate with leaving the organization, and (iii) normative commitment that refers to employee’s feeling of obligation to stay with the organization. Based on the afore-mentioned three dimensions, they had framed items/statements and thereafter proper, editing of the items/statements were made. Finally, the scale contained 15-items on the pattern of a Likert type scale having 7-point response category ranging from ‘1’ strongly disagree to ‘7’ strongly agree response categories. Split-half reliability
r = .80 and validity coefficient r = .76 are quite high, hence, scale is said to highly reliable and valid.

**Biographical Information Blank:**

In addition to the above Biographical Information Blank (BIB) was also prepared to record various demographic information of the respondents such as age, religion, sex, qualification, rural/urban, state and city, work experience, number of promotions earned, designation, marital status, numbers of dependents, and health condition which are most of the time become very important in interpreting the findings.

**Statistical Analysis:**

Once the data were collected, researcher transformed and summarized the data so that results could be interpreted and communicated in a briefly comprehensive manner. So, statistical method are very important as Kerlinger (1983) states that "Statistics, via its power to reduce data to manageable forms and its power to study and analysis variance, enable scientists to attach probability estimates to the inferences they draw from data". Statistics, using probability theory and mathematics, simply makes the process more exact. It is briefly to say that through statistics we always make inferences, attach probabilities to various outcomes or hypotheses, and make decisions on the basis of statistical values with reasons. Selection of appropriate statistics is a very important aspect of the study which help in fulfilling and testifying the objectives and drawing precise and accurate inferences.

In analyzing the data of the present investigation, researcher had used the Kolmogorov-Smirnov (K-S) statistical technique which is a non-parametric
statistics. This test is used to study the influence of independent variables viz. Type A and Type B behavioural patterns on dependent variables namely, job satisfaction and work commitment. Ks-test is a very appropriate technique to analyse the data of the present research endeavour where behavioural pattern is the only independent variable. Hence, this technique seems to be highly befitting, thus applied in the present piece of research work. The formula of this technique is given below:

\[ K_s = 4(D)^2 \frac{n_1 n_2}{n_1 + n_2} \]

Having analyzed the data and obtaining the results, description and discussion of the results follow in the next Chapter-IV meant for result and discussion.