CHAPTER 4

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The present investigation is an attempt to study the role of locus of control, role conflict, and quality of life in the relationship of stressful life events with anxiety, and general well-being in employed women and housewives of middle and lower socio-economic status.

On the basis of the review of literature, the following hypotheses were formulated:

HYPOTHESES:

I. Stress would have a positive relationship with anxiety.

II. Stress would have a negative relationship with general well-being.

III. The relationship of stress with anxiety would be moderated by (a) quality of life, and (b) locus of control in non-working women; and in case of working women, besides quality of life and locus of control it would also be moderated by (c) role conflict.

IV. The relationship of stress with general well-being would be moderated by (a) quality of life, and (b) locus of control in non-working women; and in case of working women, besides quality of life and locus of control it would also be moderated by (c) role conflict.

Besides testing the above hypotheses, the study also aims to find out whether there are any differences between working and non-working women of middle and lower class on quality of life, locus of control, anxiety, and general well-being. The study also aims to find whether middle and lower class working women differ on role conflict.
Sample:
The sample consisted of 150 married working women and 150 married non-working women (age range 25-40 years) staying in Chandigarh with their husbands, and having children up to the age of 12 years. Out of 150 working and non-working women, 75 each were taken from middle and lower class. Middle class working women were from the clerical staff of government institutions whereas the lower class working women were the peons, sweepers, and household helpers who worked from morning till evening.

Material:

1. Rotter's LOC scale (Kumar and Srivastva, 1985): This is the Hindi version of Rotter's locus of control scale. It contains 29 items having two choices each, out of which one is to be selected. Split-half and test-retest reliabilities as reported by the authors are 0.78 and 0.73 respectively. Rotter (1966) reported good discriminant validity for the scale indicated by low correlations with such variables as intelligence, social desirability and political affiliation. (Appendix I)

2. Presumptive stressful life events scale (Singh, Kaur, and Kaur, 1983): Hindi version of this scale was used to measure the stressful life events experienced by the subjects during the last year and throughout their life time. It comprises 51 items pertaining to different events which can prove stressful to a person. Besides taking the number of events experienced as stressful by an individual, the impact and degree of stress was also considered. Impact meant marking an event as positive or negative, and ratings ranged from -1 to -3 and +1 to +3 respectively for negative and positive stress. This was based on Khanna (1989). (Appendix II).
3. **Quality of life scale** (Moudgil, Verma, and Kaur, 1986): It is a Likert type scale with 5 categories of agreement-disagreement. It contains 26 items written in Hindi. Authors have reported significantly high inter-rater reliability (0.89), inter-scorer reliability (0.99), test-retest reliability (0.79). A split-half reliability [corrected to full length (0.72)], and self-rating validity (0.81). Scale was found to be independent of neuroticism, lie, socio-economic status, locus of control, age and education. Quality of life was found to be related to well-being, yet the correlations were not very high. (Appendix III).

4. **Aatam Mulyankan Prashanavali** (Spielberger, Sharma, and Singh, 1973): This was used for measuring trait anxiety. It is a rating scale consisting of 20 items with four alternatives. Test-retest reliability of A-State has been found to vary from 0.66 to 0.37 after 30 days to 90 days, and for A-Trait, it varied from 0.73 to 0.83 over same range of period. Evidence of the construct validity of the Hindi STAI A-State Scale is provided by the finding that scores on this scale increased from 33.25 in NORMAL condition to 50.86 in exam condition, as would be expected on the assumption that state anxiety would be higher under more stressful circumstances. High correlations between the Hindi STAI A-Trait scale and IPAT (Cattell, and Scheier, 1963) and Sharma MAS (Sharma, 1970) demonstrate concurrent validity of the Hindi STAI A-Trait Scale. For A - trait the test- retest reliability varied from 0.73 to 0.83 over period ranging from 30 to 90 days. (Appendix IV).

5. **PGI General well-being measure** (Verma, and Verma, 1989): This is a 20 item scale in Hindi, based on Dupuy (1970) and Fazio (1977), measuring several aspects of well-being of an individual such as health, cheerfulness emotional behaviour, control, and so on. KR20
reliability of the scale was found to be 0.98 and test retest reliability was found to be 0.86. The scale has been found to show relative independence of other variables such as locus of control, neuroticism, psychoticism, extraversion, and lie score but has shown significant relation with another well-being scale. (Appendix V).

6. **Role Conflict scale**: A role conflict scale was constructed in Hindi. This contains 30 items. It is a four point rating scale with responses ranging from always to never. Split half reliability was found to be 0.92. Other statistics also revealed that scores on the scale are almost normally distributed and that this scale can be used to measure role conflict in women irrespective of age, education, and years of married life. (Appendix VI).

For the construction of role conflict scale, a list of 80 statements which in some way showed role conflict was compiled on the basis of researcher’s personal experience and informal conversations with married employed women. The statements were then given to six judges for reviewing the content and language of statements. Judges were told that the scale is measuring role conflict and a brief description of the concept was given to them. They were asked to write 'yes' or 'no' respectively against each item if it measured or did not measure role conflict. The items on which there was consensus among the judges were selected. The number of such statements was 51. There were four response categories ranging from always to never.

The set of 51 selected statement was administered to 100 middle class working women, in the age range 25-40 years, having kids and staying with husband, and attending office from 9 AM to 5 PM. After scoring the responses of subjects, item total correlations were computed by the point-biserial method which ranged from 0.06 to 0.74. Those items which yielded
rpbis values of above 0.35 were retained for the final scale. This led to the scale which comprised 30 statements.

PROCEDURE:

The women (working as well as non-working) from the middle class and lower class were contacted personally and the tests were administered individually to them. The subjects were administered the locus of control scale, anxiety scale, and quality of life scale on one day, and stressful life events scale, role conflict scale and general well-being scale on another day.

SCORING:

Scoring of locus of control scale, anxiety scale, stressful life events scale, quality of life scale and general well-being scale was done according to the respective scoring keys. For the role conflict scale, scores corresponding to the statements reflecting role conflict were 4 to 1 and 1 to 4 for those showing absence of role conflict.