CHAPTER XI

RESEARCH DESIGN

Research may begin either with clearly formulated hypothesis or may end up formulating one. The first kind of research is known as hypothesis testing study and the second as exploratory or formulative study. The present study comes in the category of exploratory and descriptive one.

The motivation for undertaking this study came primarily from the realisation that there is no adequate systematic information available about the problems of women working on higher jobs in decision-making roles in India. The studies conducted in other countries having different situations were not much helpful in providing any explanation in understanding the problems here. Therefore, in the absence of any acceptable explanation with particular reference to situations here, the researcher could not start with a fixed hypothesis. Thus a detailed and in depth exploratory analysis of the problems of women on higher jobs falls within the scope of the present study.

The locale of study was confined to Punjab, Haryana and Union Territory Chandigarh. Although Chandigarh is the Capital of Punjab and Haryana States and most of the government offices are located in Chandigarh, still the number of women working in higher jobs was not sufficiently large, therefore,
the women working in district headquarters in these states were also included.

Since many of the working women were from Chandigarh and this place being the focal point of all activities related to this research work it becomes pertinent to discuss the relevant characteristics of union territory Chandigarh. Originally, Chandigarh was designated as the capital of erstwhile Punjab, hence a large number of offices were located here. After the division of Punjab into two states of East Punjab and Haryana, Chandigarh became a union territory, but it continued to be the capital of both the states of Punjab and Haryana. Most of the offices of these three territories are located here, from where almost all the records and information regarding the number and categories of women personnels in the above areas could be collected.

**Universe**

In order to study the above stated problems it was first of all decided to prepare a list of women working in higher jobs in all these three areas as no readymade list was available with any single government organisation. It may be mentioned here that although women in present times have been working practically in all fields of activities, yet their number is sufficiently large in few fields where they have been working for quite some time. Therefore, it was
decided to limit the study to three broad areas namely medicine, education and administration. These areas have been chosen because only the most highly educated and intellectually gifted women join these professions. Thus by personally visiting each department a list of 705 women working in these areas having at least 5 years experience were listed.

**Sampling**

Since the study was concerned with the role perception of women themselves regarding their job problems and of their role partners, i.e., superordinates and subordinates, therefore, it required two different samples — one for the women and the other for the role partners working in the same organisations.

Table 2.1 gives the number of women working in each area and the number of women selected from each area.

**TABLE 2.1**

<table>
<thead>
<tr>
<th>Area of Service</th>
<th>Total number of working women</th>
<th>Number of women selected for the sample</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>150</td>
<td>75</td>
</tr>
<tr>
<td>Education</td>
<td>216</td>
<td>75</td>
</tr>
<tr>
<td>Medicine</td>
<td>339</td>
<td>50</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>705</strong></td>
<td><strong>200</strong></td>
</tr>
</tbody>
</table>

Since the number of women working varied in these three areas, it was decided to take 75 women from each
category. In the area of administration where the entry
of women is rather more recent, the number of women (I.A.S./
I.P.S./Central Services etc.) was comparatively small.
Therefore, fifty per cent of them were included in this study.

In the field of education, although the number was
large but there were many women who did not fill the require­
ments of the study. Therefore, 75 women were randomly selected.

The number of women working in the field of medicine
was the highest one. But many of them were in field area where
it was not possible to contact them personally. Therefore,
it was decided to include only those women who were working
either in the State Capital or at the district headquarters.
In this way the number of women doctors who fulfilled the
conditions came out to be 60. But out of this number, only
50 could be contacted as the remaining were not available for
interview purposes. Thus, ultimately the total number of
women interviewed came out to be 200.

The second sample was drawn from the males working
along with these women as their senior officers or as
subordinates to these women. For this purpose no particular
sample was drawn as the number of these males working along
with women was not very large. Therefore, fifty male senior
officers under whom these women were working and fifty male
subordinates working under these women, were randomly selected
from each of the three areas. A list of these officers was
prepared beforehand and an attempt was made to give equal representation to all the areas of investigation.

**Techniques of data collection:**

Different techniques of data collection have their own merits and demerits. Keeping in mind the nature of the present study it was decided to use interview schedule. Two different schedules were prepared — one for working women and the other for their role partners. For the widely scattered respondents and being a single researcher, a questionnaire was comparatively an easier device to collect the required data, but the interview schedule was used because of the special nature of the study which was an exploratory one and required qualitative and quantitative information. Besides the interview schedule, information was also supplemented by personal observations and discussions.

**Interview Schedule:**

The schedule consisted of structured as well as unstructured questions. The structured questions, or the fixed alternative questions, were those in which the responses of the subjects were limited to a few given alternative ways of answering it. These alternatives were simply 'Yes' or 'No', or they consisted of a series of replies of which the respondent picked the one closest to his/her position. The unstructured or the open-ended questions provided an opportunity to the respondents to answer in their own terms.
and their own frame of reference. To procure the advantages of both, therefore, structured as well as unstructured, questions were asked.

To check the reliability and validity of the interview schedule, it was pretested on 10 women respondents, 2 male bosses and 2 male subordinates. The final schedule was prepared after making necessary modifications as warranted by the pre-test.

The spell of field work was not entirely smooth and the investigator had to face many difficulties of getting time from the respondents' busy schedule. Moreover, the locale of the study being spread over a wide area also added to the difficulties in this work of investigation. The interviews were always held at times and places that suited the respondents. In this work the favourable point was that all the respondents were well educated and highly placed in service. In most of the cases the interview was conducted in a very cordial atmosphere. It was easy to maintain rapport by introducing the purpose of the study which was quite appealing to most of the respondents, may be because it was directly related to their life as careerists. Some of the respondents took special interest and gave information about their experiences by inviting the investigator to their residences. Some of them expressed their ideas quite frankly and fearlessly which helped the researcher to
understand their viewpoint in depth; while some appeared to be hesitant in discussing sensitive problems like their relationship with the male colleagues.

The male bosses supplied detailed information and sometimes more than what was asked in the questionnaire. They appeared to be fully conscious of the growing number of women in higher positions and, therefore, came out freely with their own assessment regarding their work performance. As far as the male subordinates were concerned, many of them were a bit reluctant in expressing their views because of their peculiar positions, but some of them who were quite mature and bold, stated their opinions regarding the women bosses unhesitatingly.

Editing:

After finishing each interview the schedule was edited on the spot in order to find out omissions or inconsistencies regarding the information collected. This helped a lot in getting complete and relevant information on the problems under study.

Report Writing:

The whole investigation has been divided into two parts. The first part examines the women respondents' own perception and appraisal about their role performance as
officers. It includes their socio-economic background, motives for working, some aspects concerning their job conditions, their job difficulties, their job perception and their attitude towards women working in higher jobs. The second part records the opinions of the male bosses and the male subordinates as to how they evaluate and take these women officers in their new role.

**Limitation of the Study:**

The study as has already been mentioned, is purely of an exploratory and descriptive nature. No hypothesis could, therefore, be formulated. In the absence of any explanations and set hypothesis to test, no sophisticated tools have been used and the inferences are based on percentages and test of significance based on chi-square.

Element of subjectivity was another factor which could not be controlled due to the different conditions of the women respondents in which they had been working. Moreover, a few of the interviews were not ready to enlarge on some issues and there was, thus, every possibility of concealing the more subterranean features of their responses.