Research Methodology
Chapter - III

Research Methodology

The research design in this study includes the research type, the hypothesis and sampling plan with the target, data collection, sample frame, sample method, sample size and operation plan are discussed here.

Research Type

**Exploratory research** was applied to identify the respondents from various colleges in Bahrain, who are from different other countries to work as expatriate in Bahrain. A list has been raised and becomes the input for identifying the samples for the chosen research. Details on factors responsible for job satisfaction of the expats were also generated through the application of this research type.

**Descriptive research** type was applied to assess the factual details on expatriates living in Bahrain and their performance assessment environment as well as their job satisfaction was studied.

Research approach

According to Guba and Lincoln (1994), two approaches or methods quantitative and qualitative are available to researcher. The choice of research approach naturally depends on the defined research problem and the data
needed for solving these problems. In this study, qualitative approach has been used.

**Research Model and Hypothesis**

The literature on determinants of job satisfaction can be divided into two camps: the content perspective which approaches job satisfaction from the perspective of needs fulfilment, and the process perspective which emphasises the cognitive process leading to job satisfaction (Foster, 2000; Spector, 1997). In this study two major variables were included viz., job satisfaction and performance appraisal outcome,

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Figure. 3.1. Theoretical Framework

- **Social and Institutional Support**
  - Freedom at work
  - Autonomy

- **Opportunities, Rewards and Recognition**

- **Performance Appraisal outcome for Expats**

- **Career Prospectus, Perception towards Job**

- **Job Satisfaction of Expats**

- **Person-Job Fit, Feedback, Superior-Subordinate Relations, Internal Communication**
Path Hypothesis

✓ **H1:** There is no significant difference in opinion between demographic variable and performance outcomes

✓ **H2:** The social and institutional support to expats is perceived favourably by expats,

✓ **H3:** The performance appraisal outcomes would influence the opportunities, rewards and recognition of an expat,

✓ **H4:** The performance appraisal outcomes would influence the Career Prospectus, Perception of the expats towards job,

✓ **H5:** The person-job fit, the superior – subordinate relations, and internal communication are also the factors responsible for determining the job satisfaction of an expat,

✓ **H6:** Social and institutional support, performance appraisal outcome would generate opportunities, rewards and recognition to the expats in universities of Bahrain,

✓ **H7:** There is a difference in respondents’ perception based on their demographic factors on the job satisfaction, performance outcome.

Sampling plan

A number of concepts, procedures and decisions are considered in this research, in order to successfully gather raw data from the institutions and colleges in Bahrain. Totally there are 14 universities in Bahrain and in which 234 expats of different nationalities work which in turn can be used to
generalize or make predictions about an element in a larger system in which the faculty members from other countries work. The following are the logical steps that are used in the sample execution in this research.

**Figure. 3.2. Research Execution Algorithm**

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Step I  
|   Target   |

Step II  
|   Data Collection   |

Step III  
|   Sampling Frame   |

Step IV  
|   Appropriate Sample Frame   |

Step V  
|   Sample Size   |

Step VI  
|   Creating an Operating Plan for Selecting Sampling Units   |

Step VII  
|   Executing the Operation Plan   |
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**Target**

The universe for the study is marked as those faculty members working in Bahrain from various other countries which account to 234. All 234 were included for the study. Efforts were made by the researcher to meet them in person to collect the data. The interest of choosing these groups lies in the fact that, in terms of knowledge and skills, they appear to be excellent. The members of the expat community in Bahrain would like to see such a study to come up because they feel that they have some specific needs and issues to be addressed.

**Data Collection**

**Primary Data**

The primary data are those which are collected for the first time. It has been collected from the respondents through structured questionnaire, direct interviews. In this research structured questionnaires were used. The required information for the study was collected by distributing the schedule to the respondents. On an average it took 20 minutes for a respondent to complete and the data collection work spread over 6 to 8 weeks.

**Secondary Data**

Secondary data has been collected for details regarding theory and also for the literature reviews. The reviews were collected from journal of small
business management. Journal of management, journal of international
business studies, Harvard business reviews etc. and opinions from management
and entrepreneurship professors.

**Sampling Frame**

List of eligible sampling units were drawn on the basis of those who are
working as expat faculty in various universities of Bahrain. There are 14
universities in Bahrain engage expats and they account to 234 as per the details
generated during the year 2012-13(during the field work of the candidate).

**Sampling Method**

Censes sampling method is used for the study. The researcher
approached all the expats from all 14 universities. They account to 234. She
distributed questionnaires and personally assisted them in filling the
questionnaire. When she did the field work 7 faculties were away on some
special assignments and the rest of 227 the faculty members were responded to
the questionnaire. Out of 227 questionnaires only 210 questionnaires were
valid and were completely filled. The reason being that a few schedules were
not completed properly and a few response sheets were found incomplete and
were with in effective answers. After discarding those sheets it resulted in the
numbers shown above.
Executing the Operating Plan

Questionnaire is distributed using the census survey method used. The Questionnaire is framed to assess the performance appraisal outcome of those expats working in universities of Bahrain, who are approaching a career development when they might either enter into or seek for it.

The questionnaire consists of the questions from various performance outcomes and review dimensions including career development, rewards, recognition etc., and also included the factors of a resultant variable job satisfaction.

Each respondent was personally met for the distribution of the questionnaire, also given with an explanation about the questionnaire and given a day’s time to complete the questionnaires. There were few dropouts who did not return the questionnaires and few were incomplete.

Measuring of scaling technique Job Satisfaction Questionnaire (AJSQ) suitable for university faculty, and amenable to future upgrading, Paul Spector’s (JSS) job satisfaction Survey Questionnaire. Anthony Fee, Susan McGrath-Champ, and Xiaohua Yang (2011) in their article “Expatriate performance management and firm internationalization: Australian multinationals in China” presented the results of an empirical study exploring the expatriate performance management systems of 16 Australian multinational firms operating in China were the questionnaires referred and a construct of the questionnaire was developed.
Analysis and Interpretation

The data is carefully classified, processed, analyzed, interpreted and concluded. This chapter consists of seven parts of analysis such as percentage analysis, factor analysis, measures of central tendency (Mean Scores) and measures of dispersion (Standard Deviation), “t” test, ANOVA, correlation and multiple regressions.

1. The **first part is Frequency Distribution** the demographic profile of the respondents were tabulated and analysed.

2. The **Second Part** is the **Factor Analysis**, which segregates the measuring items (59 questions) under nine different components.

3. The **third part is Measures of Central Tendency (Mean Scores) and Measures of Dispersion (Standard Deviation).**

4. The **Fourth part** – Measures the Difference on opinion of the respondents using “t” test and ANOVA.

5. The **fifth part - correlation** measures the relation between these variables.

6. The **Sixth part**– Multiple Regression.