CHAPTER-IV
DESIGN AND
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The main aim of the present study is to investigate “A Correlational Study of Positive Psychological Capital and Organizational Commitment”. It is a correlation study. Researches frequently distinguish between experimental studies and correlation studies when they discuss different methods. Co relational study focuses attention on the relationship between two variables without either of them being altered by the experimenter. A co relational study can, however, establish wheatear two variables tend to be related to each other or not. The obvious problem with experimental studies is that they require a high degree of cooperation by subjects in order to produce changes in variables and in order to control extraneous variables. Typically, this kind of cooperation is not feasible in organizational related studies. Further experimental studies are limited in the number of variables they can consider.

The present study is by necessity an exploratory one. It looks at an area where little previous research has been done in India, and therefore, the format of the correlation study best fits the data wished to obtain. The co relational approach makes it possible to look at a number of psychological variables related to organizational commitment and this is the crucial factor as far as the purpose of this study is concerned. Looking at all the relationships, specified in the aims of the study, with an experimental approach, would require many studies- studies which may or may not be necessary in the future, depending upon the information that can be supplied in only one co relational study.

The present research work aims to “A correlational study of Positive Psychological Capital and Organizational Commitment”. Keeping in view, the objectives of the study subjects were assessed with Organizational Commitment Scale and Positive Psychological Capital Questionnaire.

Design:

This investigation was planned to study Organizational Commitment as a correlate of Positive Psychological Capital. For this purpose, a correlational research was conducted to find out whether there is any relationship between Positive Psychological Capital and Organizational Commitment.

Sample:

For the present study, a sample of 100 managers who voluntary participated in the study was selected from two cities of Haryana (Bhiwani & Gurgaon) on the basis of their
availability. The selected sample consisted of the respondents from various departments like - sales, finance, design, logistics, production, information-technology, security, sample departments etc. The age range of the sample was 25 to 55 years, and the mean age was 37.4.

Instrumentation:

After carefully reviewing the test, inventories and questionnaire, the following tools were chosen for the study because of the through developmental process to which they had been subjected and because they had been found to be reasonably reliable. Among the order factors taken into consideration in the section of the test were:-(1) the efficiency of the testy; (2) ease in administration and scoring; (3) the educational level for which the test was best suited; (4) the content of the test; (5) the suitability of the test to the objectives of the research.

Following tools were used in the present investigation: -

i) Personal data blank sheet,

ii) Organizational Commitment Scale,

iii) Positive Psychological Capital Questionnaire.

(i) Personal Data Blank Sheet:

This consists of information regarding the subject's name, age, sex, educational qualification, current experience, employment designation/ status marital status etc. (appendix-B).

(ii) Organizational Commitment Scale:

This scale was developed by Allen and Meyer (1991), the scale consists of three sub-scales normative, affective and continuance commitment. It has 24 items designed to measure the various dimensions of organizational commitment. Each scale contains eight statements presented in a 7-point Likert-type scale (1=strongly disagree, 2=moderately disagree, 3=slightly disagree, 4=neither agree nor disagree, 5=slightly agree, 6=moderately agree, and 7=strongly agree). The reliability for each scale was as follows: affective commitment scale 0.81, normative commitment scale .79, continuance commitment scale .78. Thus, the scale has been supported with acceptable levels of reliability and validity (Mc Gee and Ford 1987, Meyer and Allen 1984). There is no definite time limit for the administration of this test but it usually gets completed within 15 to 20 minutes.

There are 8 items in each sub-scale. In affective sub-scale out of 8 items, five items are positive whereas rest of four is negative. In continuance sub-scale out of 8 items, six
items are positive whereas rest of two is negative. In normative sub-scale out of 8 items, four items is positive whereas rest of four is negative. For positive items scoring is ‘one of seven’ (1, 2, 3, 4, 5, 6, 7) and for negative items scoring is reversed i.e. 7, 6, 5, 4, 3, 2, 1 respectively. The total of the scores obtained on all positive as well as negative items reveals the global expression. The possible score range of the questionnaire is 24 to 168. A high score indicates greater commitment to organization.

(iii) Positive Psychological Capital Questionnaire:

The Positive psychological Capital Questionnaire (PCQ) was developed by Luthans, Avey, and Norman (2006). They proposed that each of the four constructs such as; self efficacy, Hope, Resiliency, and Optimism would have equal weight, so the best six items from each of the four measures were selected. Second, the selected items had face and content validity with being state-like and relevant to the workplace or adaptable to wording changes to make them relevant. The group reached agreement on the 24 items and put the response choices into a 6-point Likert-type scale (1 = strongly disagree, 2 = disagree, 3 = somewhat disagree, 4 = somewhat agree, 5 = agree, 6 = strongly agree). Luthans, Avey and Norman (2005.2007) reported PCQ-24 to be a reliable (α = .91) and a valid predictor of performance in same sample. There is no definite time limit for the administration of this test but it usually gets completed within 15-20 minutes.

There were 24 items out of which four items for each capacity. Twenty one items are positive rest of three items are (13, 20, 23) negative. PsyCap questionnaire as a six point scales, the scoring of which had been objectified by assigning one to six scores (1, 2, 3, 4, 5, 6) respectively for six alternatives of the positive items, sequentially rated from ‘Strongly Disagree to Strongly Agree’. For negative items, the scores assigned to each of the alternatives had been reversed. Sequentially rated from ‘strongly agree to strongly disagree’ (6, 5, 4, 3, 2, 1) respectively. The possible score range of the Questionnaire is 24 to 144.

Procedure:

The present investigation was conducted to find out the correlation between Organizational Commitment and Positive Psychological Capital. To fulfill this purpose, Organizational Commitment Scale by Allen and Meyer (1996) and Positive Psychological Capital Questionnaire by Luthans, Avey, Norman and Avolio (2007) were administered on 100 working company managers.

All the subjects of the study were approached personally. The tests were administered either individually or in small groups of 2-3 individuals. Investigator introduced herself as M.Phil. student of Department of Psychology, M.D. University, Rohtak.
When the subject(s) was (were) comfortable and ready for testing, the following general instructions were given to subject(s), "I am going to give you a set of questionnaires in which there are questions regarding your personal data, habits, feelings, likes and dislikes. It is only meant for academic purpose and information provided by you will be kept confidential. The detailed instructions regarding each of the questionnaires are on the top of the first page of the questionnaire. Please read them carefully as they concern to you."

Data of all the subjects was collected by applying the same procedure. Generally one subject took about Approximately 50 to 60 minutes by each manager to complete two standardized questionnaires. The subject was duly thanked for his/her cooperation. After the data collection was over, all the tests/ questionnaires were scored as per the scoring patterns prescribed by their authors and/or manuals.

The obtained data were subjected to statistical analyses using SPSS software.

We may now pass on to the next chapter-V dealing with the results and discussion.