

Chapter IV

METHODOLOGY

In this chapter, selection of subjects, selection of variables, criterion measures and selection of tests, reliability of data, reliability of questionnaire, subject reliability, administration of test items, collection of data, statistical techniques and its justification adopted for the analysis of data have been described;

4.1 RESEARCH DESIGN

The research design is the plan, structure, and strategy of investigation conceived so as to obtain answers to research questions and in variance with economy in procedure (Kulingu, Fred, 1983) It is the conceptual structure within which research is conducted and it constitutes the blue print for the collection, measurement and analysis of data. As such, the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data (Kothari, 1997).

Descriptive research design has been used in this study. The descriptive research will facilitate the researcher to obtain accurate information regarding a concept organisation or a practice.

4.2 PILOT STUDY

Before beginning to carry out the present study, the researcher initially conducted a pilot study in order to find out the feasibility and the relevance of the present study. For this purpose, the researcher has conducted pilot study with 10 coaches for assessing the significance and validity of carrying out the present research work. Since the researcher got favourable results from the pilot study, he took up the present study.

4.3 TYPE OF DATA COLLECTED

The researcher has used both primary and secondary data for this research. The secondary data has been collected from various publications, research articles, and also from personal discussions with officials of various organizations with regard to quality of work life of the coaches for the purpose of building a strong conceptual background including the review of the literature for the study.

The researcher has collected primary data from coaches working at different organizations in Tamil Nadu. The data collected only from coaches those who are presently working as coach after having qualified with one year Diploma in sports coaching from the National Institute of Sports, Sports Authority of India (SAI).

4.4 METHODS OF DATA COLLECTION

For the descriptive type of researches, the best suited research approach is survey method. From a sample, data is collected and the different magnitudes are measured with respect to the whole population.

The researcher has used questionnaire for the purpose of collecting primary data from the coaches working at different organizations.

4.5 QUESTIONNAIRE DESIGN

The researcher has used Walton's questionnaire for collecting data from the coaches with the objective of identifying the quality of work life. The questionnaire has been structured into two parts. The first part consists of 6 questions related to the demographic background of coaches and the second part consists of 73 questions related to identifying their quality of work life.

4.6 PRE-TESTING OF THE QUESTIONNAIRE DESIGN

In order to test the validity of the questionnaire, a pre-test survey was carried out mainly to see i) whether the respondents have understood all the questions and ii) whether any particular question is unanswered by the respondents. For pre-testing the questionnaire, totally ten coaches were surveyed in Chennai city. Based on the pre-test survey, it was understood that the respondents were able to give the answer to all the question in the questionnaire.

4.7 RELIABILITY OF QUESTIONNAIRE DATA

The reliability of data was established by using test-retest method. To achieve this purpose, ten subjects were randomly selected and the test was administered twice after a day's gap. Care was taken to keep all testing conditions uniformly during testing and retesting. The scores recorded for the ten subjects during the test and retests were correlated using 'Intra Class Correlation' for the different variables. The co-efficient of correlation is presented in table 4.1.

Table 4.1

Reliability Co-Efficient of Correlation of Test-Retest Scores

S.No	Variables	Co-efficient of correlation 'r' (N=10)
1.	Adequate and Fair Compensation	0.88*
2.	Safe and Healthy Working Conditions	0.91*
3.	Immediate Opportunity to Use and Develop Human Capacities	0.91*
4.	Opportunity for Continued Growth and Security	0.91*
5.	Social Integration in the Work Organization	0.93*
6.	Constitutionalism in the Work Organization	0.94*
7.	Work and Total Life Space	0.89*
8.	Social Relevance of Work Life.	0.96*

* Significant at 0.05 level

4.8 ADMINISTRATION OF QUESTIONNAIRE

Purpose

The purpose was to measure the quality of work life of the coaches.

Questionnaire Used

Quality of work life (Walton, 1975)

Dimensions

The dimensions of QWL are as follows,

1. Adequate and Fair Compensation,
2. Safe and Healthy Working Conditions,
3. Immediate Opportunity to Use and Develop Human Capacities,
4. Opportunity for Continued Growth And Security,
5. Social Integration in the Work Organization,
6. Constitutionalism in the Work Organization,
7. Work and Total Life Space
8. Social Relevance of Work Life.

The questionnaire was administered to measure the quality of work life variables as shown in the table 4.2.

Table 4.2
Components of Quality Work Life

S.No	Variables	Tests	Units
1.	Adequate and Fair Compensation	Quality of Work Life Questionnaire Walton (1975)	In Scores
2.	Safe and Healthy Working Conditions		
3.	Immediate Opportunity to Use and Develop Human Capacities		
4.	Opportunity for Continued Growth and Security		
5.	Social Integration in the Work Organization		
6.	Constitutionalism in the Work Organization		
7.	Work and Total Life Space		
8.	Social Relevance of Work Life.		

4.9 SAMPLING DESIGN

Sampling design includes the sample population, sample size and sampling method employed for identifying the potential respondents for the collection of data for the study.

4.9.1 Sample Population

Those persons who have already completed on year Diploma in Sports Coaching from National Institute of Sports (SAI) and are presently working as Coach in Government sector organizations and Private Sector Organizations in Tamil Nadu are considered as the sample population of the study. Therefore, the population of the study was the total number of eligible coaches working in organizations in Tamil Nadu mentioned in Table 4.3.

Table 4.3
Study Organizations

Sl.No.	Type of Organizations	Name of Organizations
1.	Government Sector Organizations	<ul style="list-style-type: none"> ➤ Sports Development Authority of Tamil Nadu (SDAT). ➤ Sports Authority of India (SAI) ➤ Public Sector Undertakings (PSUs)
2.	Private Sector Organizations	<ul style="list-style-type: none"> ➤ Sports Academies ➤ Sports Clubs ➤ Educational Institutions

4.9.2 Sample Size

The sample size for the study of Government sector organizations was considered in the following manner:

- i) Sports Development Authority of Tamil Nadu: 65.
- ii) Sports Authority of India: 20
- iii) Public Sector Undertakings: 36

The sample size for the study of Private sector organizations is determined in the following manner:

- i) Sports Academies: 36
- ii) Sports Clubs : 43
- iii) Educational Institutions : 40

The total sample size for the study is, therefore considered as 240 coaches in the State of Tamil Nadu.

4.9.3 Sampling Method Used

The researcher used convenience sampling for the selection of samples, since the study area is vast and it was very difficult to exactly define the size of the sample population in the private sector organizations.

Convenience sampling: is a non-probability sampling method where subjects are selected because of their availability and convenient accessibility to the researcher.

4.10 COLLECTION OF DATA

The variables used in the present study were assessed from the coaches during various occasions. During data collection no motivational techniques were used. The collected score were tabulated for statistical analysis.

4.11 RESEARCH HYPOTHESES

The following research hypotheses are framed on the basis of the objectives set for the study:

1. There is a significant difference in the opinion among the coaches with regard to adequate and fair compensation.
2. There is a significant difference among the coaches' opinion with regard to safe and healthy conditions.
3. There is a significant difference among the coaches' opinion with regard to opportunity to use and develop capacities.
4. There is a significant difference among the coaches' opinion with regard to opportunity for continued growth and security.
5. There is a significant difference among the coaches' opinion with regard to social integration in the work organization.

6. There is a significant difference among the coaches' opinion with regard to social integration in the work organization.
7. There is a significant difference among the coaches' opinion with regard to work and total life space.
8. There is a significant difference among the coaches' opinion with regard to social relevance of work life.
9. There is a significant difference among various demographic variables of the coaches with regard to different dimensions of Quality of Work Life.

4.12 FRAME WORK OF ANALYSIS

For analysing the data collected from the coaches, the following tools have been used:

As a part of descriptive analysis, mean, standard deviation, weighted average and intensity values of the ranking and rating scales have been used. For the rating scale, the following weightages are given for the purpose of analysis:

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
5	4	3	2	1

Based on the above weightages, the scores are calculated for the tests. Higher scores indicate higher the agreement of the respondents on the factor under consideration and vice versa.

As a part of inferential analysis, the following parametric and non-parametric tests have been used in the study.

1) 't' test

It is used to know the significant difference between the selected two groups with regard to a particular factor.

2) One Way Analysis of Variance (ANOVA)

It is used to know the significant difference among the groups (more than two) with regard to a particular factor.

3) Scheffe's Post-hoc Test:

It is used to know the significant difference between two groups from the larger ANOVA.

Figure 4.1 Research Flow Chart

