

CHAPTER-III

METHODOLOGY

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CHAPTER III

METHODOLOGY

3.1 INTRODUCTION.

Human resource is concerned with the people dimension in management, since every organisation is made up of people for acquiring their skills, developing their skills, motivating them to high levels of performance and ensuring that they continue to maintain their essential efforts to achieving organisational goals.

The concept profession explains the authority or a specialisation of persons to guide others. According to the needs of modern competitive business undertaking, a specific flow of ideas that suit the progress of an enterprise, are necessary.

The commitment is a consideration, which arises at the intersection of organisational requisites and personal experience. On the one hand, social systems organise to meet systematic 'needs' and on the other hand, people orient themselves positively and negatively, emotionally and intellectually, to situations.

The methodology adopted for the present study is comprised of finding out the importance attached to human resource and professionalism and of measuring the employees' commitment in the co-operative undertakings.

3.2 OBJECTIVES OF THE STUDY.

The researcher has set the following objectives for the present study.

- 1) To evaluate the importance attached to human resource development in co-operative undertakings.
- 2) To measure the importance attached to professionalism in co-operative undertakings, and
- 3) To measure the employees' organisational commitment level in co-operative undertakings.

3.3 RESEARCH TOOLS.

The research tools adopted in the present study for the data collection include three different questionnaire.

- i) HUMAN RESOURCE DEVELOPMENT CLIMATE QUESTIONNAIRE.

The HRD climate questionnaire was developed by Rao and Abraham (1986). It constitutes 38 items. The questionnaire was developed by administering it in 41 organisations in the country. The inter-item coefficient of correlation has been found very high among the 38 items. The high inter-item coefficient of correlation indicates high internal consistency among the items.

The factor analysis indicated that there is one general factor running throughout all the items explaining about 36 percent of variance. The rest of the factors contributed to less than 5% variance each.

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For the present study, this 38 item HRD climate questionnaire was used to survey the extent to which the development is existing in three different co-operatives located in Bijapur district in Karnataka. For the data collection, this questionnaire was administered on the respondents in 5 point scale. They are mentioned below.

Scale	Points
1) Almost always true	5 points
2) Mostly true	4 points
3) Sometimes true	3 points
4) Rarely true	2 points
5) Not at all true	1 point

ii) DEVELOPMENT OF THE PROFESSIONALISM QUESTIONNAIRE.

As a part of the study, the researcher has developed a seven-item professionalism questionnaire to measure professionalism in co-operative undertakings taking into account various aspects of professionalism such as, specialised knowledge, ethical codes, service motive, and professional associations. These aspects were identified through the reference of literature related to professionalism.

ITEM JUDGEMENT:

Initially, fifteen different items were prepared to project professionalism in an organisation. These fifteen items were given to about 25 M.B.A. students of Chhatrapati Shahu Central Institute of Business Education and Research,

Kolhapur, asking them to judge all the 15 items in 5-point scale whether they confirm the meaning of professionalism. The mean score of each item was computed. The items secured mean score more than 3.00 have been retained.

FINAL VERSION:

In the final version, only seven items have been chosen for the present study. The seven-item professionalism questionnaire was used and administered on the respondents in 5-point scale. They are presented under.

Scale	Points
1) To a large extent	5 points
2) To a moderate extent	4 points
3) To a certain extent	3 points
4) Not at all	2 points
5) Absolutely not at all	1 points

iii) ORGANISATIONAL COMMITMENT QUESTIONNAIRE:

As the last part of the study, the researcher has used a five-item organisational commitment questionnaire developed by Balaji (1986) to measure the employees' organisational commitment in co-operative undertakings. For the purpose of data collection, this five-item organisational commitment questionnaire was administered in 6-point scale. They are stated below:

Scale	Points
1) Strongly disagree	1 point

2) Moderately disagree	2 points
3) Disagree	3 points
4) Agree	4 points
5) Moderately agree	5 points
6) Strongly agree	6 points

3.4 DATA COLLECTION:

A formal introductory letter was taken from the Principal of Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur, by the researcher explaining the purpose of the research and a request to help him in seeking information needed. With the help of the letter, the researcher approached the Managing Director/ General Managers of three co-operative undertakings under the study and got the permission.

The concepts of human resource development, professionalism, and organisational commitment were studied thoroughly by the researcher. The researcher then approached the people of three co-operatives undertakings and collected the information needed by administering the questionnaire on the people.

The cyclostyled questionnaire were administered on the respondents. As all the respondents are highly educated, the researcher had administered the questionnaire of English medium and personally explained the meaning of certain items from the questionnaire. Interestingly, some respondents sought clarification of their doubts and extended their co-operation.

3.5 SAMPLES:

The samples were drawn from the each structure of the organisations namely, top-level, middle-level, and lower-level.

3.6 SIZE OF THE SAMPLES:

The methodology adopted for collecting the required data from the respondents comprised of drawing the samples from all the management levels. Hence the researcher administered the questionnaire individually in each level of the management of three different co-operative undertakings. The composition of the total samples of 47 respondents is presented in the table below:

<u>Size of Sample</u>				
Organisations	Top level	Middle level	Lower level	Total
J.U.Co.B.	4	5	3	12
B.Co.S.M.	2	3	5	10
S.U.Co.B.	5	13	7	25
Total	11	21	15	47

3.7 LIMITATIONS OF THE STUDY:

The limitations of the study are as follows:

- 1) The present study has been carried out only in three different co-operative undertakings. The obtained

responses from the all the management levels were very small to arrive at any specific conclusions.

2) The scale on professionalism has not been standardised.

3.8 SUMMARY.

The present study is about "An evaluation of human resource and professionalism attached to co-operative undertakings." This study has been carried out in three different co-operative undertakings, namely The Jamkhandi Urban Co-operative Bank Ltd, Jamakhandi; The Banhatti Co-operative Spinning Mill Ltd., Banhatti; and The Siddeshwar Urban Co-operative Bank Ltd., Bijapur located in Bijapur district in Karnataka.

The study covers mainly three concepts, namely, human resource development, professionalism, and organisational commitment. For the purpose of data collection three different questionnaire were administered in five-point and six-point scale to 47 respondents of the above said organisations.

The researcher has analysed, interpreted, and tabulated the data with the help of computer programmes into various means and standard deviations.