

## CHAPTER 3

### METHODS OF PROCEDURE

The chapter describes the procedure followed in conducting the study. This investigation was undertaken to study the educational, economic and social impact of income generating programmes offered by voluntary womens' training agencies, on low SES women of Baroda city.

The descriptive survey method was used for the investigation. The description of the study aims at evolving certain norms regarding income generation for women, namely, norm of average duration of programme, norms regarding criteria of selection, that is minimum qualification, and methods of teaching, norms regarding assessment of training programme such as training obtained by trainees, objectives of training programme, financial assistance and placement of trainees.

The present chapter comprises of the following :

- 3.1 Selection and determination of population.
- 3.2 Objectives of the study.
- 3.3 Construction of the instrument for data collection.
- 3.4 Collection of data.
- 3.5 Analysis of data.

### 3.1 Selection and Determination of Population

To select the training agencies for training women for income generation, the experts from Social Work, Home Science Education and Extension, Child Development and Baroda Citizens' Council, were selected.

The investigator also went through the Directories of Social Welfare prepared by the Faculty of Social Work of M.S. University of Baroda, Directories prepared by Baroda Citizens' Council and Social Welfare Directories, Gujarat State, Vol. I and Vol. II from the Library of the Office of Federation of Gujarat Mills and Industries, R.C. Dutt Road, Alkapuri, Baroda. The investigator thought it very important to conduct a detailed pilot study at this stage as practically no information was available regarding training agencies which train women for income generation.

Besides, to get a real picture about the population, available and also to establish the feasibility of study, undertaking an in-depth Pilot Study was considered important and useful for planning the study.

#### 3.1.1 PILOT STUDY

The investigator conducted a Pilot Study on ten voluntary womens' training agencies to establish the feasibility of the present research study. These ten

voluntary training agencies were located in Baroda city, Gujarat State. These agencies offered income-generating programmes for women and thus trained women in income-generating skills. The agencies are listed below :

- 1) Shree Kamubala Sahakari Audyogic Vikas Mandir, Baroda
- 2) Vikas Jyot Trust, Baroda
- 3) Lalita Devi Trust, Baroda
- 4) Shramik Vidyapeeth, Baroda
- 5) Kareli Baug Bhagini Samaj, Baroda
- 6) Prem Das Seva Niketan, Baroda
- 7) Diamond Jubilee Cottage Industries, Baroda
- 8) Chinnabai Industrial Home for Women, Baroda
- 9) Centre for Entrepreneurship Development in Women, Baroda
- 10) Stri Vastu Bhandar, Baroda.

The sample for the Pilot Study consisted of administrators, instructors, teachers, supervisors and trainees. An open ended questionnaire was used for collecting the data.

The information regarding administrative staff was gathered and used only for background information and functioning of training agencies. The information regarding training staff was directly helpful in achieving the objective of the study. During the Pilot

Study it was also found that all the training agencies did not maintain records of their past trainees in terms of their addresses, so it was not possible to select past trainees from such training agencies.

The Pilot Study data also made it clear that all the agencies were not training agencies, and also some training agencies had just two or three training programmes whereas others had as many as twenty three training programmes.

The investigator proposed to select the total population of all 10 training agencies as indicated in the Pilot Study but could not do so and finally only eight training agencies were taken up. This was on account of non-cooperation from one agency. The investigator had to pursue the State and Regional Office people for allowing respondents to give the requisite data. Permission for data collection was sought from the regional office, Ahmedabad but there was no help from Baroda office. The other agency which had to be dropped, gave wrong information about its functioning, during Pilot Study. During pre-testing it was found that in actual practice, it was not a training agency fulfilling the criteria and conditions of the present study, but a mere co-operative. This particular agency manufactured and sold certain items for which they

employed hired help. So, these two agencies had to be dropped from the list. The investigator wanted to take minimum of 250 past trainees for a good sample size and more reliable data. Even after sending two reminders to some past trainees for collecting back the duly filled in questionnaires sent to them, the trainees did not respond.

An exhaustive list of training agencies for income-generation by women was prepared. The criteria for selection of training agencies were as follows :

- 1) The training agencies which trained women in income-generating skills.
- 2) The training agencies which had regular training programmes and ran regular classes with proper training staff.
- 3) The training agencies which had been existing for the last five years.

The population of the research study comprised of eight training agencies, having administrators, instructors, teachers and trainees.

**Administrators:** Entire population of presidents and organizers of the selected training agencies.

**Instructors/Supervisors:** Entire population of instructors/supervisors in these training agencies.

**Teachers-cum-Supervisors:** Entire population of teachers-cum-supervisors of these training agencies.

**Trainees:** Entire population of trainees in these agencies.

In considering population for the research study different levels and categories of functionaries were identified.

Two categories were mainly found :

Administrative staff, and

Training/Teaching staff.

The distribution of administrators, instructors, teachers/supervisors and trainees in the agencies is shown in Table 1.

TABLE 1  
POPULATION OF THE STUDY ACCORDING TO  
FREQUENCY DISTRIBUTION OF PERSONNEL AND TRAINEES

Name of the Agency	Personnel		Trainees	
	Directors/ Presidents/ Managers	Instructors/ Supervisors/ Teachers	Present Trainees of 1988- 1989	Past Trainees of 1984- 1988
1 Shree Kamubala Sahakari Audyogic Vikas Mandir, Baroda	-8	-9	-69	42
2 Vikas Jyot Trust, Baroda	-3	4 -3	-63	31
3 Lalita Devi Trust, Baroda				
4 Shramik Vidya-peeth, Baroda	-4	-3	-14	Nil
5 Kareli Baug Bhagini Samaj	-2	-2	-13	5
6 Prem Das Seva Niketan	-1	-1	-18	Nil
7 Diamond Jubilee Cottage Industries, Baroda	-4	-6	-76	66
8 Chimmabai Industrial Home for Women, Baroda	-2	-6	-61	Nil

294      131  
 139  
 433

The information regarding administrative staff was gathered and used only for understanding the background and functioning of training agencies. The information regarding training staff was directly helpful in achieving the objective of the study.

### 3.2 Objectives of the Study

#### 3.2.1 OBJECTIVE IN GENERAL

The general objective was to study the impact of training programmes oriented to development of income-generating skills, offered by voluntary womens' training agencies in Baroda city, on women of low SES (socio-economic status).

#### 3.2.2 THE OBJECTIVES IN PARTICULAR WERE AS UNDER:

#### 3.2.3 TRAINING AGENCIES AND TRAINING PROGRAMMES

To study the existing voluntary agencies in Baroda city providing training to women in income-generating skills in relation to the following :-

Finance,

Objectives of training,

Training programmes; skills and crafts/  
practicum for training, duration of training  
programmes; timings of programmes; number of  
trainees per programme per year,

Facilities available for training; space and  
equipment; method of training,



Staffing pattern, staff strength and organisation of training,

Fees charged from the trainees,

Financial assistance/income available to trainees while on training course,

Problems faced in execution of training programmes,

Qualifications for trainees; selection methods; enrolment pattern,

Assistance provided for job placement/self employment on completion of training.

#### 3.2.4 PRELIMINARY INFORMATION ABOUT TRAINEES

To study the compositions of the trainees :-

Age, caste, education, occupation and SES of trainees,

Reasons affecting the selection of the training course and reasons which motivate women to undertake such training,

Problems faced at training agencies and in training programmes,

Application of the acquired skills to generate income through self-employment or service.

#### 3.2.5 ECONOMIC IMPACT OF TRAINING PROGRAMMES

To determine the economic impact of the training programmes with relation to the following :-

Potentials of various programmes, to enable the women to generate income,  
 Percentage of total family income generated,  
 Consistency of income,  
 Utilisation of income, and  
 Enhancement of living standard.

### 3.2.6 SOCIAL IMPACT OF TRAINING PROGRAMME

To determine the social impact of the programmes in relation to the following :-

Social status of earning women in the family and society,  
 Acceptability by the members of the family and the employers,  
 Attitude of men and the employers,  
 Accepted customs and traditions e.g. marriage, dowry,  
 Family welfare and community health, and  
 Problems faced at home and at training agencies.

### 3.2.7 EDUCATIONAL IMPACT OF TRAINING PROGRAMME

To determine the educational impact of the programmes in relation to the following :-

Motivation for acquiring higher order skills,  
 Motivation for adult education and education extension programmes,  
 Encouragement to educate one's own children.

### 3.3 Construction of the Instrument for Data Collection

The instrument used for the investigation consisted of four sets of questionnaires, one each for Administrators, Instructors, Present Trainees and the Past Trainees. The questionnaires were developed on the basis of review of available literature, personal experience of the investigator and discussions with people from various walks of life. The questionnaire for the organisers comprised of questions regarding source of finance, staffing pattern of agency, fee charged from trainees, financial assistance available to trainees, minimum qualification required for the programme, type of assistance provided for job placement and the objectives of the training programme.

The questionnaire for Instructors comprised of questions regarding objectives of training programme, duration of programme, timings of classes, number of trainees per programme, facilities available for training programme in terms of space and equipment, criteria for selection of trainees in the programme, problems faced in execution of training programme and the skills which are developed during the training programme.

The questionnaire for the Current Trainees contained questions regarding preliminary information of the

respondent, like age, educational status of family members, occupation of the family member, income of the family, objective for attending training programme, problems faced with the family and training agency regarding their training programme.

The Past Trainees of Bakery section were asked questions regarding their knowledge about baking, besides questions about the distribution of their income on various expenditures and about family decisions. Similarly, those who were trained for tailoring were asked questions regarding their knowledge of tailoring/ sewing besides all other questions.

After reviewing the literature available, a set of open-ended questions was prepared and used for Pilot Study.

After conducting the Pilot Study, the final drafts of the questionnaires were prepared. The questionnaires were then given to five experts. Four experts were from different faculties of the M.S. University of Baroda viz. one each from the Faculty of Education and Psychology and the Faculty of Social Work, two from the Faculty of Home Science, and one was the Director of one of the training agencies - Diamond Jubilee Cottage Industries, Baroda.

The experts were requested to give their opinions and suggestions and at the same time check the adequacy of the statements/questions, clarity of language, content validity and the format. The final draft of the tool was made according to the advice and suggestions given by the experts.

The whole instrument was constructed in a closed form, where the responses could be given in a limited way, as it is easy to administer and fill out and keep the respondent's mind fixed on the subject. At the same time, it was essential to keep certain items/questions open. This could not be avoided on account of certain in-built differences in these training agencies.

### 3.3.1 VALIDITY OF THE QUESTIONNAIRE

The investigator consulted an expert in the field of Research Methodology and Statistics from the Faculty of Educational Psychology for finding out Reliability of the research instrument. It was suggested that in this type of non-parametric study and instrument, there was no need to find out reliability through traditional methods. Validity was considered more important in this type of instrument and study.

To find out the validity of the questionnaire, Jury-opinion was considered. The Jury consisted of experts from Faculty of Home Science, M.S. University of Baroda,

Centre of Advance Study in Education, M.S. University of Baroda, Faculty of Social Work and Director, Diamond Jubilee Cottage Industries (DJCI), Baroda. The total number of Jury was 5. Besides considering the suggestions of the experts, the questionnaire was also discussed with other staff members in the faculty and some organisers of the training agencies. The experts were requested to check the questionnaire regarding :-

Adequacy of statements/questions/items in the questionnaire,

Clarity of language and consistency of the items, and

Relevance of contents of the questionnaire.

Based on the suggestions and remarks of the experts, certain changes were made before pre-testing the questionnaire. Thus, the validity of the data collection instruments was established.

### 3.3.2 PRE-TESTING OF THE QUESTIONNAIRE

All the instruments were then pre-tested with Organisers, Instructors, Present Trainees and Past Trainees.

The purpose of doing so was to check the clarity of language of the instrument, the time required to respond and to find the respondents' comprehension of the instrument. The respondents were requested to give their

comments, remarks or suggestions about the format and items of the questionnaire, if they had any.

### 3.3.3 RESULTS OF PRE-TESTING

It was found that the respondents - Administrators, Instructors, and Trainees - were able to comprehend the meaning correctly and all of them took almost, the same time to respond. They needed almost half an hour to respond to the instrument. Therefore, the instrument was considered suitable for data collection.

Two very minor changes were suggested in the format of the questionnaire. These changes were considered before finalising the tool.

## 3.4 Collection of Data

The investigator went personally, to the selected agencies after proper communication with the organisers. A good rapport was already created during and before the Pilot Study period. The data collection was thus, conveniently made.

Personal visits were planned and questionnaires were filled in the presence of the investigator. All the respondents were able to fill the questionnaires themselves (Table 2). The investigator practically shelved all other jobs during the data collection period and concentrated

wholly on data collection. The data were collected during the period June 1988 to September 1988. The investigator had hired a rickshaw for the purpose as the distant locations of the training agencies would otherwise come in the way of progress, and hamper the pace of the work.

### 3.5 Analysis of Data

The following statistical measures were used to analyse the data :

Items	Statistical Measures
3.5.1 BACKGROUND INFORMATION ABOUT -	
training agencies	percentage and frequency
organizers of training agencies	percentage and frequency
instructors of training agencies	percentage and frequency
current trainees of training agencies	percentage and frequency
past trainees of training agencies	percentage and frequency
3.5.2 RELATIONSHIP BETWEEN THE SELECTED VARIABLES OF AGE, EDUCATIONAL QUALIFICATION, OCCUPATION OF THE FAMILY AND INCOME OF THE FAMILY OF THE TRAINEES AND THE PROBLEMS THEY FACE WITH THE TRAINING AGENCIES	Chi-square



		Items	Statistical Measures
3.5.3	RELATIONSHIP BETWEEN THE SELECTED VARIABLES OF THE TRAINEES AND THEIR FAMILIES REGARDING TRAINING		Chi-squares
3.5.4	RELATIONSHIP BETWEEN THE SELECTED VARIABLES OF THE TRAINEES AND THE OBJECTIVES OF THEIR TRAINING PROGRAMME		Chi-squares
3.5.5	RELATIONSHIP BETWEEN THE SELECTED VARIABLES OF THE TRAINEES AND THE REASONS FOR WHICH THEY GET THE TRAINING		Chi-squares

FREQUENCY DISTRIBUTION OF FOUR TYPES OF RESPONDENTS ACCORDING TO EIGHT TRAINING AGENCIES

Respondents	Training Agencies							
	Shree Kamubala Andyogic Vikas Mandir	Vikas Jyoti Trust	Lalita Devi Trust	Shramik Vidya-peeth	Kareli Baug Bhagini Samaj	Diamond Jubilee Cottage Industries	Chimnabai Industrial Home for Women	Prem Das Seva Niketan
	Population Sample for Pre-Testing Sample for Data Collection	Population Sample for Pre-Testing Sample for Data Collection	Population Sample for Pre-Testing Sample for Data Collection	Population Sample for Pre-Testing Sample for Data Collection	Population Sample for Pre-Testing Sample for Data Collection	Population Sample for Pre-Testing Sample for Data Collection	Population Sample for Pre-Testing Sample for Data Collection	Population Sample for Pre-Testing Sample for Data Collection
Organizers	8 2 8 2 1 2 1 - 1 4 - 4 2 2 2 4 1 4 2 1 2 1 - 1							
Instructors	9 2 9 4 2 4 3 1 3 - - 3 5 2 2 6 2 6 1 - 1							
Trainees								
Current	100- 5 9 5 2 ✓ 2 3 3 ✓ - 14 20- 25 13 520 10 76 100- 2 61 20- 1 28 150							
Past	- - 42 - - ✓ - - 31 - - - 5 - 66 - - - -							

- indicates that the trainees were not available.