Development of Scale to Measure Attitude of Employees Towards Working Pattern of State Agricultural University

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ABSTRACT

An effort was made to develop a scale which can measure attitude of employees towards working pattern of State Agriculture University. Among the techniques available, 'scale product method' was chosen to develop the scale which combines the Thurston's techniques of equal appearing interval scale (1946) for selection of item and Likert's technique of summated rating (1932) for ascertaining the response on the scale as proposed by Eysenck and Crown (1949).The scale was found reliable the correlation value being 0.9032.

Keywords : *Working pattern, Attitude of employers, SAU*

INTRODUCTION

The State Agricultural Universities have a pivotal position in agricultural growth and development through their multifarious activities of agricultural research, education and extension. There are no two opinions about their important position in increasing food grain, livestock and poultry production. In order that SAUs can carry out their prime responsibilities of agricultural research, education and extension effectively, one of the utmost important things is that the employees should have positive attitude towards working pattern of SAU; and if not, effort may be made in the direction to change their attitude positively or else, reexamination of working pattern should be made to trace out the hurdles in the direction of turning their attitude positive. With this in view, an effort was made to develop the scale to measure attitude of employees towards working pattern of SAU.

METHODOLOGY

Among the techniques available to develop the scale, 'scale product method' was chosen which combines the Thurston's techniques of equal appearing interval scale (1946) for selection of item and Likert's technique of summated rating (1932) for ascertaining the response on the scale as proposed by Eysenck and Crown (1949).

Item collection

The items of attitude scale refer to statements related to attitude. Initially, large number of statements reflecting attitude towards working pattern of SAU were collected from relevant literature and constructed through discussion with extension personnel. The statements thus selected were edited on the basis of criteria shown by Edwards (1957) and at last, 30 statements were selected as they were found to be non-ambiguous

Judge's rating of attitudinal statements

Seventy slips of these statements were distributed among 70 selected experts working in Department of Extension Education and Directorate of Extension Education of four Agricultural Universities of Gujarat as well as Extension Education Institute, Anand Agricultural University. The judges were asked to judge the degree of unfavourableness or favourableness of each statement for its inclusion in the final scale on the five point equal appearing interval continuum. Out of these experts, only 50 experts returned the statement after duly recording their judgments and were considered for the analysis.

Determination of scale values

The scoring on five point rating scale was made by assigning score ranging from 1 (for strongly unfavourable) to 5 (for strongly favourable). Based on the judgment, the median value of the distribution for each of 30 statements was calculated by using following formula:

$$S = L + \frac{0.50\ Pb}{Pw} \times i$$

Where,

S=   the median or scale value of the statement

L=   Lower limit of the interval in which the median falls

Pb=   the sum of the proportion below the interval in which the median falls.

P_w=   the proportion within the interval in which the median falls

i =   the width of the interval which is assumed to be equal to 1.0 (one).

The inter-quartile range (Q = Q3 - Q1) for each statement was also worked out for determination of ambiguity involved in the statement.

RESULTS AND DISCUSSION

When there was a good agreement among the judges in judging the degree of unfavourableness or favourableness of a statement, Q value was observed smaller than the scale value, but when there was relatively little agreement among the judges, Q value was observed bigger than the scale value. Only those items were selected whose (median) scale value were greater than Q values. However, when a few items had the same scale values, items having lowest Q value were selected. Based on the scale (median) and Q values, 17 statements were finally selected to constitute the scale to measure attitude of employees towards working pattern of SAU. The final format of scale is given in Table 1.

Table 1 : Scale to measure attitude of employees towards working pattern of State Agricultural University

Sr. No.	Statement	'S' value	'Q' value
1	Present working pattern of Agril. University is quite satisfactory.	4.00	1.41
2	A good work culture prevails in the university.	3.77	1.65
3	Present working pattern is only output oriented ignoring human element.	3.39	2.73
4	No good progress can be expected in such pattern.	3.88	3.30
5	I feel that reforms in the present working pattern are badly required.	3.58	2.18
6	Potential of certain employees remains underutilized in the present working pattern.	4.09	1.81
7	A due care for employees' career is taken in the present pattern.	3.75	2.79
8	Administrative procedures seem to be cumbersome.	3.70	2.29
9	I am content with the present working pattern.	3.61	1.95
10	Much of time of researchers is unduly wasted in the administrative matter in the present pattern.	4.10	2.04
11	Good interpersonal relationship among employees can be expected in the present working pattern.	3.70	2.18
12	Human resource development is the prominent feature of the present working pattern.	4.00	1.92
13	Present pattern enables employees to identify and utilize their hidden capabilities for better output.	3.42	2.10
14	Present working pattern increases workload for sincere employees.	4.54	1.60
15	Present working pattern provides better integration among various units.	3.55	2.06
16	Good coordination and harmony among employees is a special characteristic of the present working pattern.	3.61	2.13
17	Present working pattern encourages tendency among employees to escape from responsibility rather than shouldering it.	3.71	2.69

Reliability of the scale

The reliability of this scale was also measured by employing Test-retest method. The correlation value between two sets was found to be 0.9032. Thus the developed scale was found reliable.

CONCLUSION

The scale developed to measure attitude of employees towards working pattern of State Agricultural University is reliable and valid. Hence the same can be used by other investigators elsewhere in the context of State Agricultural University or for other organizations with due modifications.

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