

DEVELOPMENT AND STANDARDIZATION OF SCALE TO MEASURE ATTITUDE TOWARDS YOGA AS A TOOL OF HUMAN RESOURCE DEVELOPMENT

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ABSTRACT

The study was conducted to develop and standardize a reliable and valid scale, to measure attitude towards Yoga as a tool of human resource development. Appropriate statistical methods 'Scale product method' was used, which combines Thurston and Likert techniques. Twenty five statements were selected for judgment; a panel of 50 judges was requested to assign the score for each statement on five point continuum. Based on the scale (median) and Q values, twelve statements were finally selected to constitute the scale to measure attitude towards Yoga as a tool of human resource development.

Keywords: *attitude,, scale product method*

INTRODUCTION

Human resources development is a part and parcel of every sector which is the process of developing people in a structured manner with a focus on raising a work force which can effectively help the organisation to meet its objectives. In the frenetic world of today, where management principles are being turned on their heads there are some principles and guideline which are constant and which can help in the development of human resources in such a way that the health of the organization and the health of the bottom line is safeguarded, Yoga is one of them. In the recent time our government is projecting Yoga as a tool of human resource development considering its scientific value and constructive impact on the development of human as resource. However, till today, there has not been any tool to understand feeling of personnel towards Yoga as a tool of human resource development. Understanding this, the research study on 'Development and standardization of scale to measure attitude towards yoga as a tool of HRD' is undertaken with following objective.

OBJECTIVE

To develop scale to measure attitude towards Yoga as a tool of human resource development

METHODOLOGY

In the present study, attitude is operationalized as positive or negative feeling towards yoga as a tool of HRD. Amongst the techniques available 'Scale product method' which combines the Thrustone's technique (1928) of equal appearing interval scale for selection of items and Likert's

technique (1932) of summated rating for ascertaining the response on the scale as proposed by Eysenck and Crown (1949) was used.

Item collection

The items of attitude scale are called as statements. In initial stage, 32 statements reflecting feelings towards yoga were collected from relevant literature and discussion with experts of extension discipline. The collected statements were edited according to the criteria laid down by Edward (1957) and then 25 statements were selected as they were found to be unambiguous.

Item analysis

In order to judge the degree of 'Unfavorableness' to 'Favorableness' of each statement on the five point equal appearing interval continuum, a panel of judges was selected. Fifty slips of the selected statements were handed over to the experts connected with extension educational work. The judges were requested to judge each statement in terms of their most agreement or most disagreement with the statements with the five equal appearing interval continuums. Out of these experts, all the experts returned the statements after duly recording their judgments and were considered for the analysis.

Determination of scale and 'Q' values

Frequency distribution of the judges based on responses in five continuums was prepared. On the bases of judgment, the median value of the distribution and 'Q', Q₃ and Q₁ value for each of 25 statements were calculated. The inter-

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quartile range ($Q = Q_3 - Q_1$) for each statement was worked out for determination of ambiguity involve in the statement. Only those items were selected whose median (scale) values were greater than Q values. However, when a few items had the same scale values, items having lowest Q value were selected. Based on this, 12 statements were finally selected to constitute attitude scale. The selected 12 statements for final format of the attitude scale were randomly arranged to avoid response bias. The final format of the scale is presented in Table: 1.

Reliability of the scale

To know the consistency of the scale, reliability was worked out. The split-half technique was used to measure the reliability of the scale. Selected 12 attitudinal statements were divided into two equal halves with 6 (Six) odd and 6 (Six) even numbered statements. Each of the two sets was treated as separate scales having obtained two score, for each

of the 20 respondents. Co-efficient of reliability between the two sets of score was calculated by Rulon's formula (Guilford 1954), which was 0.77.

Validity of the scale

The validity of content of scale was examined by discussing with specialists of the extension and statistics. Specialists examined and realized appropriateness of the each statement to measure the feeling towards yoga.

Administration of the scale (Scoring technique)

For application of the scale, the researcher can collect information against each 12 statements in five point continuum viz. 'Strongly agree', 'Agree', 'Undecided', 'Disagree' and 'Strongly disagree' with weighted score of 5,4,3,2 and 1 for positive and reverse to negative statements.

Table: 1. Final selected statements to measure attitude towards yoga as a tool for Human Resource Development

Sr. No.	Statement	S value	Q value
1	Yoga is an original tool of meditation to develop human as resource (+)	1.30	0.97
2	I doubt that Yoga develops intelligence of human being (-)	3.00	2.15
3	I think yoga enhances the efficiency of internal glands of body(+)	1.70	1.06
4	I feel that practicing Yoga is wastage of time(-)	4.60	1.41
5	I believe that Yoga refreshes mind(+)	1.60	1.11
6	I feel that Yoga is impractical to develop human employability(-)	3.80	1.69
7	I am convinced that the Yoga helps in reviving human power(+)	2.00	0.84
8	I feel that Yoga is useless in developing managerial ability of human(-)	4.00	1.80
9	I believe exercising yoga helps in staying lively(+)	1.90	0.62
10	I think that yoga increases instability of human mind(-)	4.30	2.61
11	I understand that Yoga provides the strength to the human heart(+)	1.80	1.08
12	I believe that Yoga makes total development of human(+)	2.30	1.87

CONCLUSION

Looking to the value of reliability and validity of the scale it is advised to use/apply this scale for further research.

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