

## **3. METHODOLOGY**

### **3.1 Research Methodology**

The methodology used in this study is of Qualitative and Quantitative research. Both these types of research were found to be jointly useful in meeting the objectives of the study. For ease of reference, the objectives of the study are reproduced here as:

- (a) To examine the adequacy of recruiting policies and QRs to ensure induction of the most suitable women in the Indian Army.
- (b) An assessment of the complex cultural issues surrounding the status and role of Indian women and their employment in the Army.
- (c) To examine whether the existing career opportunities and training for women in the Indian Army best meet the future needs of a technological, highly capable, operationally focused and heavily committed Army.
- (d) To work out the satisfaction quotient of the serving and retired women officers and analyze the opinion of their spouses, peers and PBOR.
- (e) To recommend some future role prospects for women in the Indian Army.

Qualitative research techniques have been mainly used for addressing the first three objectives of the study. The sources of material used for addressing these objectives are

- (a) Books and journals
- (b) Periodicals and newspapers available in the libraries
- (c) Internet web pages
- (d) Existing policies and procedures in respect of women officers
- (e) Previous studies in the similar field
- (f) Study of other major Armies of the world
- (g) Informal interactions with the officers and other members of the Indian Army community.

The literature and information has been studied and deliberated upon. Various issues and concerns have been addressed, conclusions have been drawn and recommendations have been made.

Apart from the above, due cognizance has also been given to the inputs and opinions received by means of various questionnaires while formulating recommendations and courses of action for meeting the objectives of the study. The categories of questionnaires are discussed in the succeeding paragraphs.

Quantitative Research techniques have been used for meeting the objectives of the study to find out the effectiveness of the present employability of women in the Indian Army and to work out the Satisfaction Quotient of the Serving and the Retired women officers. Separate questionnaires have been drafted for the following categories of the environment in the Indian Army:

- (a) Serving women officers- samples collected 152 Nos.
- (b) Retired women officers- samples collected 150 Nos.
- (c) Spouse of women officers- samples collected 135 Nos.
- (d) Peer group/ Colleagues- samples collected 125 Nos.
- (e) Personnel below officer rank (PBOR) served under women officers- samples collected 142 nos.

### **3.2 Sample Questionnaires**

The formats of these questionnaires are attached as Appendices 'A' to 'E'. These questionnaires were circulated and filled forms collected from the environment. The related items of the questionnaires have been categorised into various categories as given below for the ease of analysis:

#### **3.2.1 Serving women officers**

- (a) Training

- (b) Job Satisfaction
- (c) Wider employment of women
- (d) Service Appreciation
- (e) Personal satisfaction
- (f) HR policies

### **3.2.2 Retired women officers**

- (a) Training
- (b) Job satisfaction
- (c) Wider employment of women
- (d) Service appreciation
- (e) Personal satisfaction
- (f) HR policies
- (g) Post release aspects

### **3.2.3 Spouse of women officers**

- (a) Personal satisfaction
- (b) HR policies

### **3.2.4 Peer group / Colleagues**

- (a) Opinion in respect of women officers / women in the Army

### **3.2.5 Personnel below officer ranks**

- (a) Opinion in respect of women officers/ women in the Army.

## **3.3 Analysis of Results and Findings**

The responses for these items have been converted into percentages and tabulated category-wise. Then these responses in percentages are graphically represented for comparative analysis. For each category, the responses are analysed and deliberated in detail. The percentage of each response is discussed and elaborated.

For working out the **Satisfaction Quotient** for the Serving as well as Retired women officers, the relevant items from the questionnaires affecting the satisfaction level of the women officers have been segregated. These items and their responses have been tabulated. The percentages of positively contributing factors towards the satisfaction levels have been considered. The weightage of direct responses (yes/ no) has been taken as 100% i.e. as per the actual response percentage. However, the weightage of the partial responses has been taken as 50% i.e. the responses where the respondents have given their partial support for the item and feel that the circumstances could have been better for their satisfaction, the response percentage has been reduced by half.

The mean percentage of responses contributing positively towards the satisfaction level of women officers has been calculated. This percentage is then converted to a scale of 1-10. Hence, the Satisfaction Quotient for the Serving as well as Retired women officers has been calculated as a numeric factor on a scale of 1-10.