CHAPTER III

METHODS OF RESEARCH

This chapter presents the methods and techniques of the study, respondents of the study, research instruments, data collection and statistical treatment.

Methods and Techniques of the Study

The researchers made use of the descriptive method of research in this study to describe the profile of the General Education faculty members in terms of educational qualification, number of years in service, salary, number of teaching preparations and loads, and school benefits received. The said method was also employed to describe the school in terms of its facilities and its policies and the administrators in terms of their educational qualification and leadership behavior. The descriptive method of research was utilized since it is the most appropriate way in determining the present phenomena involving the nature of the group of people, a number of subjects, or class of events. Van Dalen (1973) emphasized that a researcher should always consider the descriptive study as an identifying factor influencing a given phenomenon and not simply a routine fact finding activity. He also noted that its strength lies in describing the status of present phenomena as well as identifying the relationships between and among the variables associated with these occurrences.

According to Elliot, et al, (1996), the researcher who is into the descriptive method of research should (a) examine and report the things the way they are in an effort to understand and explain them; (b) collect the data to test the hypothesis or to answer the questions about the status of some issues or problems; and (c) use different instruments

such as surveys, questionnaires, interviews, or observations in gathering the data needed in the study.

The researchers also used the inferential statistical analysis of the data in order to determine the predictors of the working behavior of the General Education faculty members. It was also employed to determine the effects of the teacher-related, school-related and school administrator-related factors to the working behavior of the General Education faculty members and to identify which among the independent variables is the best predictor of working behavior. Basilio, et al, (2003) noted that inferential statistics pertains to the methods which deal with making inferences, estimates, or predictions about a large set of data using the information gathered.

Respondents of the Study

The respondents of the study were the 13 faculty members of the General Education Department of St. Mary's College of Baliuag employed in the second semester of the Academic Year 2007–2008.

Research Instruments

To obtain the information needed in this study, data information sheets and checklists were prepared. The said sheets and checklists consisted of four parts. Part I asked the respondents to write the requested information about themselves. Part II was all about the respondents' perception about different items concerning school policies. Part III asked the respondents to give their perceptions about items concerning physical plant and facilities.

For Parts II and III, the respondents were asked to express their perceptions on the conditions of the school physical plant and facilities and the implementation of school policies using the following scale:

5	-	Strongly Agree	2	-	Disagree
4	-	Agree	1	-	Strongly Disagree
3	-	Undecided			

Part IV inquired on the respondents' perception on the leadership behavior of their administrators by asking them to check the appropriate box that corresponds to the answer that they have selected after reading each statement. Part IV of the instrument was adopted from the 1957 Leadership Behavior Description Questionnaire (LBDQ) developed by the staff of the Personnel Research Board of the Ohio State University.

The working behavior of the General Education faculty members was based on the ratings that each instructor got from the formal visits conducted by the OIC of the department, from their attendance, and from the submission of the requirements. The rating obtained from each factor was recorded from a scale of 1 – 5.

Data Collection and Statistical Treatment

The researchers sought the permission of the Officer-in-Charge of the Education Department to allow them to administer the data information sheets and checklists to the respondents. These were administered personally by the researchers to the respondents on the date scheduled by the said administrator. The respondents were guided properly to ensure that they understood all the statements given in the research instrument.

To give a descriptive profile of the respondents, of the school, and of the administrators, descriptive statistics using frequency distribution, percentage, mean, and

standard deviation were utilized. The said descriptive statistics were made applicable to qualitative responses by changing those responses into numerical data.

To describe the working behavior of the General Education faculty members, the researchers requested the Officer-in-Charge of the Education Department a copy of the ratings that each instructor got in the classroom observations (FVA and FVB) conducted by the said administrator. The average of the two ratings was computed.

The rating on attendance of each instructor was based on the number of days of attendance and punctuality. The rating on the number of days present was computed using this formula:

Number of days present / 18

For the rating corresponding to the number of days that each instructor was not tardy, the formula Number of days on time/18 was used. The average of the two ratings was computed.

As regards the submission of requirements, the average score that each instructor got from submitting TOS and TQs, grades, and syllabi was computed. The average score was converted to a number within the range of $1 - 5$ by dividing the average score by 10.

To describe the working behavior of the General Education faculty members, the mean of the ratings that each instructor got from formal visits, from attendance, and from submission of requirements was computed.

To know if each of the independent variables is a significant predictor of working behavior of the General Education faculty members, the simple linear regression was employed. Multiple regression analysis was utilized to determine the overall effect of the independent variables on the performance of the dependent variable. The analysis of

variance (ANOVA) technique was used to test the significant contribution of each of the

independent variables to the overall performance of the dependent variable.

Notes in Chapter III

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