

Chapter all employees who working under dtct. 30

[Life](#), [Relationships](#)



Chapter Introduction This chapter describes the exact steps that were undertaken to address the developed research questions.

The methodology of the research divides under three main headings. Under the research design, the methodology of research, data collection methods and data analysis techniques which had been used are explained. Under the research approach, it is explained that how the research questions were derived and how the literature was reviewed and the extent of it. Moreover it demonstrates the independent variables and the dependent variable have been utilized to the research purpose. Finally the research process is illustrated and summary of this chapter has been given.

2. 2 Research design The intent of this part of research is to present the research plan by identifying the relationship between EWP and independent variables of office design and technology with special reference to DTCT. The researcher undertook a study of sample of employees working under DTCT to gather necessary data. As well as this research designed to achieve the objective set out by the researcher.

2. 3 Population and sampling

3. 1. Population Population is defined as the group of people who are able to meet the expectation of the survey. This research is going to find out the EWP on Office design and Technology with special reference in DTCT. Researcher target population is employees who working under DTCT.

3. 2. Sample Sampling means the elements of sampling as who is to be surveyed, Sample size as how many people allocated to be surveyed from population to represent them and sampling procedure as how should the respondent be chosen.

Here, sample size of the research is 30 employees of DTCT. 2. 3. 3. Sampling Technique Out of population, 30 Employees took as sample for this research. Convenience sampling techniques used for this research.

2. 3. 4.

Sampling Frame The target population of this study is all employees who working under DTCT. 30 employees selected from DTCT were selected as a sample. There are mainly 3 centers under DTCT and they are Gatembe main office, information centers and Hotel school. Therefore 10 employees were selected from each centers using convenience sampling method. Figure 3: Sample Selection2. 4.

Questionnaire and Scales Office design and Technology were the independent variables in this study and it measured by Office Design questionnaire by Brill et al. (1984) and Technology questionnaire by J. abbas (2014). The survey instrument contains two sections. Section 1 includes different personal and demographic variables. This section will obtain the respondent's information about gender, age, education, marital status and working period. Section 2 includes the latent variables that are important in the current study.

These variables include, Office Design, Technology and EWP created based on five point likert scale in order to identify the determinants affecting the EWP in DTCT. The scale is ranging from strongly agree (SA) to strongly disagree (SD). The scales are; • Strongly agree (SA) – 5 • Agree (A) – 4 • Moderate (M) – 3 • Disagree (D) – 2 • Strongly disagree (SD) – 1 2. 5.

Operationalization Under operationalization the dimensions of each variable will be highlighted and discussed so that they would be clearly understood. The process of operationalization is specifying the procedure that will employ to measure the concept. Operationalization always encompasses measurement.

The outcome of operationally defining a concept will be indicators that represent that concept. Table 1: Dimensions of the Variables (Independent and Dependent Variable)

Dimensions	Indicators	Measurement
Office Design (Brill et al. (1984))	•Space •Temperature •Noise •Furniture	Five point Likert Scale
Technology (J. abbas (2014))	•Performance •Mistakes •Speed •Security	Five point Likert Scale
Employees Work Performance	•Attendance •Job Knowledge •Quality of the work •Dependability	Five point Likert Scale

Method of Data Collection There are two types of data basically consider in the research. •Primary Data collection Method – Questionnaire •Secondary Data collection Method – Research publications, magazines and related books used to gather data to the research. 2. 6.

Cronbach's alpha Reliability Test Scales were analyzed in terms of their reliability, by means of the internal consistency (Cronbach's alpha) and composite reliability (Fornell and Larcker, 1981), and also validity, considering convergent and discriminate validity. The Reliability Analysis procedure calculates a number of commonly used measures of scale reliability and also provides information about the relationships between

individual items in the scale. The test is significant when alpha value result more than 0. 7. It assures the reliability of questions.

According to that researcher carryout the reliability test using SPSS 23 software and enhanced the validity of questionnaire. 2. 8. Method of Data Analysis To extend the objectives of research, primary data was analyzed by using descriptive statistical techniques, correlations analysis and multiple regression analysis. And also graphs, tables and other statistical tools are used for analytical and interpretation purposes.

2. 8. 1. Descriptive Analysis The study will use descriptive statics to process the data that brings results such as mean, mode, median, coefficient of variance etc. it will be summarized the data in a basic manner to identify harassment of data distribution. This analysis assists to achieve first objective of this research which is analyzing existing level of employees' work performance with office design and Technology in DTCT. Descriptive values are given the outcomes in range if the mean values are, • $1 \leq X < 2$.

5 Not at all agree • $2.5 \leq X < 3.5$ moderately agree • $3.5 \leq X < 5$

Almost agree2. 8. 2. Correlation Analysis This analysis will be used to identify the relationship strength between two variables.

Correlation analysis is a statistical analysis which statistically measures the extent and nature of the relationship between dependent and independent variables. According to this study correlation is used to analyze relationship between the dependent variable and each independent variable. In this

research, the analysis is under taken to find out the relationship between,

- Office Design and Employees' work performance - Technology and Employees' work performance

The research analyzed relationship between above mentioned variables by using correlation coefficient. The correlation coefficient lies between -1 to +1. Therefore relationship can be evaluated by following decision rules. If value is:

- $r = +1$ (strong positive correlation)
- $0.5 < r < +1$ (high positive correlation)
- 0

- 0.5 (weak positive correlation)
- $r = 0$ (no correlation)
- -0.5

3. Regression Analysis Final objective of this study is to recognize the most significant factor among Office design and Technology that influence on the Employees' work performance in DTCT. In order to accomplish this objective, a multiple linear equation can be constructed with respect to study variables as follows.

$EWP = \beta_0 + \beta_1 OD + \beta_2 TEC + \epsilon$ Where, EWP – Employees' Work

Performance β_1, β_2 – Intercepts of the equation/constant variable, OD –

Office Design TEC – Technology ϵ is error term.

2. 9. Chapter summary This chapter discussed about the research design and methodology of this study and data collection methods, tools and data analysis techniques for this research. In order to achieve first objective descriptive statistics were used specially mean and the standard deviation. To achieve second objective Pearson correlation coefficient were calculated.

Third objective was achieved by using multiple regression analysis. The analysis SPSS software 23 version is used for the analysis.