

Coding of the interview and theme analysis

Business



CODING OF THE INTERVIEW AND THEME ANALYSIS Coding of the Interview and Theme Analysis Coding refers to a defined process, which involves the combination of the data for themes, ideas and categories and subsequently marking unique passages of a text with a developed code label for purposes of retrieving the information at a later stage with an aim of drawing comparisons and analysis. Indeed, Coding is significant in facilitating easier retrieval of data for purposes of making comparisons and identifying any patterns that require further investigation (Taylor and Gibbs, 2010). In this context of coding, the process involves an evaluation of the different concepts and categories that applied in collecting data. This evaluation will subsequently form the foundation of my analysis. Actually, this involves separation of data into various effective categories. Therefore, this paper seeks to analyze the interview conducted in Week 5 and consequently develop a list of codes that will henceforth develop themes. The coded transcript refers to the study of yoga exercises in relation to preventing and controlling back pain. In doing this, I will code the interview with respect to the research question, develop the codes, list the Interview Codes and Descriptions, and conduct the In-text coding for my interview. The reference interview is available in the Appendix. Coding the Interview Research Question The central research question in this study is analyzing the ideas of the interviewees about the topic of Back pain and yoga with reference to addressing Yoga exercises with respect to treating back pain and reducing employee absenteeism in an organization. Indeed, back pain affects employees' ability to perform effectively, leads to absenteeism, delays in deadlines and deliverables, high operation costs, and low productivity. Moreover, the study on the effectiveness of yoga exercises in controlling

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back pain will subsequently address back pain in our organizations. Hence, the interview on the relevance of yoga exercises in addressing back pain problems in an organization significantly forms the research question. Most assuredly, the study will influence positive social change in the organization and general society by boosting employee participation, lowering cases of absenteeism, and increasing effectiveness in the organization. Developing the Codes We can develop interview codes from two distinct sources that include the theory that guides the research, the inductive approach, and the research goals (DeCuir-Gunby, Marshall, and McCulloch, 2011). Most notable is the fact that developing codes is an interactive process that involves reviewing of the raw data collected from the interview and subsequent reference of the relevant literature and defined theories that define specific codes. As seen above, coding involves the separation of data into various effective categories. The number of categories depends with the raw data and interview questions. More so, there are different methods of developing the codes in relation to the categories. As Creswell (2007) recommends, we can start with distinct five or six categories that are flexible with the data analysis. We can then reduce the categories to five or six themes for purposes of presentation. Personally, I first developed codes from themes from the ERP literature and later reviewed the transcript with an aim of applying the codes to relevant chunks of text. Moreover, I tagged the transcript text using Word markup comments and then reviewed the raw data to determine any modifications on the initial codes. Below is the outline of the developed codes. Figure. 1 Interview Codes and Descriptions

Code	Short Description	Description	Example
K001	Occurrence of back pain	There have been various occurrences of back pain cases in distinct organizations.	

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The problem may persist for long periods and in some cases for years. It occurs to people of different classes that include managers and workers. The victims seek to control this problem in many ways that include taking painkillers and resting. However, in many cases, the problem overcomes these remedies. "...yes I did. I guess I have been living with back pain for over three years now. It usually comes during long days and when the workload is heavy" "...at the beginning, I was able to manage the pain with regular pain medicine, later on, my pain became stronger" K002 Effects of back pain Back pain leads to absenteeism from the workstation financial costs in managing the problem through medication, and can even lead to dismissal from work. "...I had to take time off work to see a doctor or go to an urgent care facility. It has also affected me financially because all of the co-payments that I had to pay during doctor and hospital visit. " K003 Knowledge of Yoga Most people have partial knowledge about the yoga exercises and hence lack the finer details that can help them adopt the Programme to treat back pain. "...I have heard of it but I thought it was like a joke or women exercise." "...I know it is some type of exercise that is mostly from China or India. I have seen something about it on Television." K004 Merits of Yoga There are numerous benefits attached to Yoga exercises that include relaxation, flexibility, and leanness.. " My wife did it and said that it helped her become more flexible and made her leaner, that why I thought Yoga was mostly for women.... the relaxation techniques" k005 Demerits of Yoga Usage There are very few known demerits of Yoga exercises. It is hard to practice for big fat people who are less flexible. " I cannot do many of the positions... I am a big person, not flexible and find it hard to do these things." Note. Adapted from " Developing and Using a Codebook For The <https://assignbuster.com/coding-of-the-interview-and-theme-analysis/>

Analysis Of Interview Data: An Example From a Professional Development Research Project,” by J. T. DeCuir-Gunby, P. L. Marshall, and A. W. McCulloch, 2011, *Field Methods*, 23(2), p. 145. Copyright 2011 by Sage Publications.

Conclusion Coding and theme analysis is a fundamental way of presenting the interview as an interactive process that derives factual ideas from individual opinions. At the same time, coding recommends the best way to solve the research problem using the reference population to make the research understandable and reasonable. As such, coding the study on the relevancy of using yoga exercises to treat back pain and reduce employee absenteeism in an organization is very significant. References Creswell, J. W. (2007). *Qualitative inquiry & research design: Choosing among five approaches* (2nd ed.). Thousand Oaks, CA: Sage Publications. DeCuir-Gunby, J. T., Marshall, P. L., & McCulloch, A. W. (2011). Developing and using a codebook for the analysis of interview data: An example from a professional development research project. *Field Methods*, 23(2), 136–155. doi: 10.1177/1525822X10388468 Taylor, C. and Gibbs, G. R. (2010). *How and What to Code*. Retrieved from http://onlineqda.hud.ac.uk/Intro_QDA/how_what_to_code.php

Interview Appendix Individual Interview questions-Warehouse workers The purpose of the interview is to probe the ideas of the interviewees about the topic of Back pain and yoga. The setting took place in a warehouse in Miami, FL. The study addresses notion that Yoga can be used treat back pain and reduce employee absenteeism. The study population consists of workers in physically demanding jobs from 2 medium size companies located throughout Miami, Florida. Participant #1 1- What is your job title? I am currently a warehouse manager for an import export company. 2-How long have you been doing <https://assignbuster.com/coding-of-the-interview-and-theme-analysis/>

this type of job? (Please describe) I have been doing this job for the past 15 years. My duties include supervising the loading and unloading of containers, and packing boxes to ship to clients throughout the country. 3-Have you ever suffered from back pain? If so, for how long? In the past five years, I started having pain and discomfort in my lower back. The pain would intensify on occasions, especially when I was performing stacking of boxes or loading and unloading of freight. The pain would usually go away with some painkillers and rest. 4-How has suffering from back pain affected your life? At the beginning, I was able to manage the pain with regular pain medicine, later on, my pain became stronger, and I had to take time off work to see a doctor or go to an urgent care facility. It has also affected me financially because all of the co-payments that I had to pay during doctor and hospital visit. 5-Has back pain ever prevented you from completing your tasks? Yes it sure did, at both home and work. On many occasions, I had to stop whatever I was doing and let someone take over while I go and take a long rest, or go home. 6-How frequently do you miss work due to back pain? I would say more than once or twice a month. 7-Do you know what is yoga? I have heard of it but I thought it was like a joke or women exercise. 8-What do you consider a positive aspect of practicing yoga? My wife did it and said that it helped her become more flexible and made her leaner, that why I thought Yoga was mostly for women. 9-What do you consider a negative aspect of practicing yoga? I think that I cannot do many of the positions, and I am afraid that some might hurt my back and make feel worst. As you can see, I am a big person, not flexible and find it hard to do these things. 10-Have you ever heard about yoga exercises for the treatment of back pain? Not really, never heard of it. 11-Would you like to find out how yoga can benefit in the

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treatment of individuals with back pain? Anything that can help me with my pain, I would like to know about. This thing is been going for a while and I am tired of all the pills I am taking, I need a break, If yoga can help, then I am open to it, count me in. Participant #2 1-What is your job title? I am currently a warehouse employee for a perfume distributor. 2-How long have you been doing this type of job? (Please describe) I have been doing this job for the past 7 years. I spend my day driving a fork-lift, loading and unloading boxes, and packing and wrapping pallets and freight to ship to our clients. 3-Have you ever suffered from back pain? If so, for how long? Yes I did. I guess I have been living with back pain for over three years now. It usually comes during long days and when the workload is heavy, I would say mostly during the holiday season. 4-How has suffering from back pain affected your life? On many days, my pain was so strong and severe and had to take time off work or leave home early. In addition, many times I had to go to work late in order to get some therapy for my back pain. 5-Has back pain ever prevented you from completing your tasks? Yes, it did, and many times I was not able to manage the forklift machine and then my boss will assign someone else to drive it. 6-How frequently do you miss work due to back pain? I am not sure, but will say at least two or three times a month. 7-Do you know what yoga is? I know it is some type of exercise that is mostly from China or India. I have seen something about it on Television. 8-What do you consider a positive aspect of practicing yoga? I would say the relaxation techniques involved in Yoga. 9-What do you consider a negative aspect of practicing yoga? Honestly, I have no idea. I know that yoga involve exercising and breathing techniques but do not know if it has any negative parts. 10-Have you ever heard about yoga exercises for the treatment of back pain? Not

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really, never heard of it. 11-Would you like to find out how yoga can benefit in the treatment of individuals with back pain? Lately, I have been thinking a lot about my job, and I think that if I cannot keep it up and lower my sick days, the company might replace me. I have been here for the past four years and I like my job, and the pay is good, so I don't want to lose my job, so I am open to anything that will help me become healthier and keep my job.