

CHAPTER THREE

METHODOLOGY

The study was a cross-sectional design conducted during January 04- January 19, 2007 in order investigated the attitudes of employees towards the Flexible Working Hours Program. This research describes: (1) the subjects, (2) the materials, (3) the procedures used in collecting the data and (4) analysis of data.

3.1 SUBJECTS

The population of the study was the employees from the FAST Group (Financial and Accounting Support Team) of Central Retail Corporation. They were sampled by a stratified sampling method. The percentage of this study was 20 percent of the total population, which would result in approximately 106 samples.

Table3. Number of Employees at FAST Separated in Section

Employee of FAST GROUP, CRC		
Section	Total	20% Sampling
Supporting Team	70	14
Accounting Team	296	59
Finance Team	166	33
Total	532	106

3.2 MATERIALS

The survey was conducted by distribution of questionnaires to 200 employees in FAST group. To prevent misunderstanding, the questionnaire was translated into Thai before distribution. The questionnaire was divided into 3 parts:

Part I: Close-ended and opened-ended question to collect demographic data on the subjects.

Part II: Close-ended and opened-ended questions to collect working information on the subjects.

Part III: Rating scale questionnaire used to measure feelings and opinions of respondents toward Flexible Working Hours.

Each question was measured with a Likert-type scale of five levels: Strongly agree, agree, uncertain, disagree, and strongly disagree. The score at each level was as follows:

Level	Score Value
Strongly agree	5
Agree	4
Uncertain	3
Disagree	2
Strongly disagree	1

3.3 PROCEDURES

The questionnaires were distributed using a stratified sampling method. Research was conducted during January 04-January 19, 2007 at the FAST group of CRC. The total number of distributed questionnaires was 200. 50 of questionnaires were distributed to the Supporting Group, another 50 were distributed to the Finance Group, and the last 100 were distributed to the Accounting Group. All were distributed on Jan 04-05, 2007 and collected back after completion during Jan 04-19, 2007. Out of 200 questionnaires 156 were completed.

The researcher asked help from a friend who worked in FAST to distribute the questionnaires to each section. To prevent misunderstanding, it was emphasized at the top of questionnaire that the study did not concern any organization within CRC.

3.4 DATA ANALYSIS

The Statistical Package for social Sciences (SPSS) program for Windows version 11.5 was used to analyze the data. The findings from the study were described by frequency and percentage. One-way ANOVA was applied to the study for correlation between independent and dependent variables at the 95% confidence limit.

In summary, this chapter presents a summary of the methodology including Subjects, Materials, Procedures, and Data Analysis for studying the attitude of employees towards Flexible Working Hours. In the next chapter, the result will be presented.