WORK PLAN AND RESEARCH METHODOLOGY

- **SAMPLING**

In this present study, population of leaders is considerable. All these leaders will be considered from Kolhapur district. After collecting enough information about the leaders, the purposive sampling method (non-probability sampling) will be used for data collection. 200 SC/ST leaders who come from and win from Village Panchayat to Member of Legislative Assembly are considered for research. 200 General leaders will be selected as those who are winning from open seats.

- **RESEARCH DESIGN**

This is a descriptive type research. Descriptive research includes surveys and fact-finding enquiries of ‘different kinds. The major purpose of descriptive research’ is description of the state of affairs as it ‘exists at present. In social science and business research’ we quite often use the term Ex post facto research for descriptive ‘research studies. The main characteristic of this method’ is that the researcher has no control over the variables; he can only report what has happened or what ‘is happening. Most ex post facto research projects are’ used for descriptive studies in which the researcher seeks to measure ‘such items as, for example, frequency of shopping, preferences’ of people, or ‘similar data. Ex post facto studies also include attempts’ by researchers to discover causes even when they cannot control ‘the variables. The methods of research utilized in descriptive’ research are survey methods of all kinds, including comparative and correlation methods.
Tools of the Research

1) Leadership Ability scale

This scale is constructed and developed by C.S. Rathore. This is self-rating scale.

Reliability:

A reliability coefficient of by Spearman-Brown Formula was found .71 and Test-retest reliability coefficient was .68 after the time interval of two months.

Validity:

The construct validity was judge by 10 judges by rating method and was found .61. Validity was also correlated with Leadership Preference Scale (L.I. Bhushan) and coefficient correlation was found .66. Therefore, this test is apt standardized test.

2) FIRO-B

This test is constructed and developed by William Schutz. This test is based on the theory of Fundamental Interpersonal Relationship Orientation-Behavior.

Schutz developed a measuring instrument that contains six scales of nine-item questions that he ‘called FIRO-B. This technique was created to measure or’ control how group members feel when it comes to ‘inclusion, control, and affection/openness or to be’ able to get feedback from people in a group.

These categories measure how much interaction a person wants in the areas ‘of socializing, leadership and responsibilities’ and more intimate personal relations. Element-B (former known as ‘FIRO-B’) was created, based on this theory, a measurement instrument’ with scales that assess the behavioral aspects of the three dimensions. ‘Scores are graded from 0–9 in scales of expressed and wanted behavior, which define how much a person expresses to others, and how much he wants from others. Schutz believed that FIRO scores in themselves were not terminal, and can and do change, and did not encourage typology; however, the four temperaments were eventually mapped to the Element-B (former known as ‘FIRO-B’) scales, which led to the creation of a theory of’ five temperaments.

Reliability:
Internal consistency reliability of this test is .85 to .96

**Validity**

Sound validity is mentioned in manual of this test.

Therefore, this test is also sound psychometric properties and produced substantial results in previous research.

➢ **DATA COLLECTION**

After selection of sample will over, they will contacted by researcher and give complete idea about research. Simultaneously, distribute both the tests and instruct them about fill up the questionnaires. After collection each test from samples data analysis work will be conducted.