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Institute of International Management

Ph.D. Program

Course: Qualitative Research Methods

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Research Project Title

Exploring the Meaning of Work (MOW) in
Latin American Males Working in Asia

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Work uplifts humanity dignity, therefore, is a natural right and should be undertaken with painstaking excellence.

Martin Luther King, Jr.

"No matter what our opinions might be about the stature of any career or profession, it is the person doing the job that gives the job meaning"

Alex Pattakos, Prisoners of our Thoughts

Background

Everybody works; everybody needs a work. Most people spent at least half of their waking lives at work or working in some way (Pattakos, 2010). Decent work is a basic human right according to Universal Declaration of Human Rights in the article 23 says "Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment" (UN, 2011). The International Labor Organization states "work is central to people's well-being. In addition to providing income, work can pave the way for broader social and economic advancement, strengthening individuals, their families, communities, countries and finally the world" (ILO, 2011), even exist the Labour Day celebrated all over the world.

Work seems to be an essential and exclusive activity of the human being and becomes an all the time more major domain of their lives (Rappaport and Bailyn, 1988). According to Rosso et al., (2011) citing to Casey (1995) express "workers expect work to fulfill an increasingly larger set of psychological, social, and economical needs". Academically, the Meaning of Work (MOW) has been studied in relationship with work motivation, absenteeism, work behavior, engagement, job satisfaction, empowerment, organizational identification, career development, stress, individual performance, personal fulfillment, purpose and significance of the job and eudaemonic aspects of well-being (Rosso et al; 2010).

MOW has been described in the academic literature since two main perspectives; psychological and sociological. A broad number of publications exist on the matter and largely most of them had emphasized on psychological aspects of the MOW. Psychological approximations states that MOW can be assembled by every person own discernment in the assumption that everyone has individual perspectives on the MOW shaped by previous individual work experiences and living interactions. Since this perspective explanations and definitions of the MOW have been lying under diverse definitions ranging from "general beliefs, values and attitudes about the work" (Rosso et al., 2010). In the sociological realm the description and explanation of the MOW obey to the conception that the individuals consider MOW linked to cultural and social considerations of value on their own works (Rosso et al., 2010).

What is Meaning of Work (MOW) under a social point of view?

In the present research, the author will use a social I'm not sure what this means. and a qualitative-inductive approach to develop his research ideas.

The seminal work of Morse and Weiss (1955) using a large sample of employed men, established the basic paradigms to study MOW underneath a sociological perspective. Morse and Weiss concluded that for most men working meaning has not only a utilitarian meaning (earning a livelihood) and that the vast majority of men in special the younger and more skilled, would accept work even if they do not have a real necessity to work. The authors explained this behavior based on the man's society associate function as a household provider; in addition, work is essential to produce a sense of well-being in the subjects.

To expand the scholar knowledge on MOW, Tausky (1969) reported that the same trend found by Morse and Weiss in a study of MOW done in a sample of 150 managers, where a significant majority clearly indicated they would continue to work even if they could live comfortably without working. Apparently, this is verified also in non-managerial occupations; Vecchio (1980) quoting to Brown (1954) mentioned that exist anecdotal proof in a sample of British blue-collar workers who became wealthy people by chance and returned to theirs habitual jobs immediately after take a short vacations. The author affirms that individuals keep working even though they do not require it as source of earnings and even if the work is rationally considered as monotonous, routine and repetitive; in this vein Tausky (1969), reported that in the most undesirable jobs the percentage of males that specify displeasure is not usually large.

Morse and Weiss (1955) also stated that MOW is expressed as a necessity, a sense of accomplishment, something to do, keeping busy, a way to contribute, and interestingly pointing that for some strata of the sample live without work is hard to consider. The findings of Vecchio (1980) who reviewed the work of Morse and Weiss, underscore significant difference in the MOW in the sample; where the subjects expressed a preference to discontinue working if they become wealthy. The author attributes this dissimilarity between both researches, due to cultural changes in the decades post 50's related to the attitudinal shift in the value attachment to work, in addition the author pointed out that the dissimilar results obeys to the questions wording used in the original work and the reviewed one. According to the scholar, Morse and Weiss in their research used questions' wordings that for many people would be extremely improbable and difficult-to-imagine situation; leading to the respondents to approach to a fantasy fulfillment causing disturbance in the final results.

Tausky (1969) studied MOW specifically in men blue-collar workers, under the consideration that MOW has four possible meanings, namely Instrumental, Quasi-expressive, Expressive A and Expressive B. Instrumental meaning is verified if work have to for economical reasons; Quasi-expressive meaning assumes work is proper and consumption is primary interest; Expressive A meaning presupposes work is proper, must be acceptable work and consumption is primary interest; finally Expressive B presumes work is proper, must be acceptable work and prestige level of work is the

primary interest. The scholar concludes that 3 out of four males from the sample have an Expressive A MOW, excluding of the analysis the instrumental and prestige oriented individuals.

Kaplan and Tausky (1974) rearrange and improve the above MOW using data collected through semi structured interviews in hard-core unemployed individuals. The authors used a theoretical conception that MOW has two typologies, Instrumental with two components and Expressive with four components. Instrumental components are linked to work as economical activity as a means of survive and work as scheduled or routinized activity which keeps one occupied. On other hand, expressive components are related to the individual psychological perceptions as work like intrinsically satisfying activity, morally correct activity, satisfying personal experiences and status and prestige activity. The results showed that the mains drivers to work were instrumental meanings; they need work for self and other's support; as economic security, work as activity to keep oneself busy and get off welfare charitable support. Among the expressive meanings the authors described liking for work, getting self-respect, help to others, work as natural human being activity, sense of achievement and accomplishment and source of new experiences and learning.

The scholars reported than a minority of the respondents clearly expressed a sense distasteful for work, evidence of do not know why work or ascertain the reason for work, even less did not respond to the questions. Age, gender, education and race have not strong influence or effect on the results, but interesting Puerto Ricans showed inclination to do not work if they became wealthy enough, although the vast majority of respondents opted for continuing work. As final conclusion is stated that "there can be little doubt that the exigencies of the lower-class life predisposed them (the poor) to seek from work what they most need in life – economical security".

The part time jobs are often viewed as not secures or with opportunity for advancement and only provider of subsistence incomes and associated with dullness, physical exertion and harmful working conditions (Kaplan 1974). Wielers and Raven (2011), studying part time jobs and work norms have reported that the value attachment to work itself and MOW as a requirement for a high-quality life declined and that the adherence to work obligation norm decreased for this type of jobs.

The nonworking life is a social pattern of capital importance for persons and working activity may interfere markedly on; altering behaviors and living styles. In the case of work interference the concept of the MOW as work significance, becomes increasingly dominant in the individuals. Shieman et al., (2009) reported that over 70% of their studied population revels some degree of interference of work over theirs private lives and the MOW turns into a paradoxical source of dissatisfaction and satisfaction generating stress, This stress is not evenly distribute among genders and ages and in addition, this state of anxiety seems to be connected to the hierarchical and experience levels in the job; thus, a more authority, decision-making latitude, skills and earnings, the interference is expected to be greater, called by the authors "stress of higher status hypothesis".

Brief and Nord (1990) has defined that relationships with others outside of the work environment shall influence the meaning of work. Often individuals' most important non-work relationships are with their families but few scholars have directly studied the influence of family and

family members on the meaning of one's work and lesser research has been done on the influence of the meaning of work when the individual change their marital statuses. Studies about the meaning of work among of individuals married with spouses of different cultures are almost inexistent.

Study and research to better understand about MOW from the academic and human standpoints is fully justified since this a major activity in the life of every human being.

Meaning of Work and Culture

Without doubt culture and MOW has been point of attraction for scholar and empirical research; in special in cross-cultural studies. Perhaps, the most important effort to understand the MOW in different cultures, has been the multicentre study realized between 1981 and 1983 collecting data from 15,000 respondents in 8 countries using work values and centrality as key factors of meaning (MOW International Research Team, 1987). The study found interesting relevant differences and similarities on the MOW among those varied cultures represented by USA, Belgium, West Germany, UK, Yugoslavia, Holland, Israel and Japan. For example, two western countries like Germany and Britain, well-know for their strong Christian protestant orientation towards the work, both showed the lowest echelon of work centrality. Interestingly, Japan showed the highest level of work positive orientation demonstrated by long working hours and elevated work centrality; in spite of, Japanese workers evidenced less expectancy on work personal outcomes like affect, identity, or even income. Taking a broad glance on the results of this extensive research, is conclusive that at least in the sampling countries, there is expected most variance on the MOW within countries than between countries; so that respondents regardless of the national culture, as expressed by Rosso et al. (2010) "demonstrated high levels of work centrality, valued intrinsic work factors, self-expression, variety, interest and satisfaction on work; frequently citing economic motivations for working". Those findings are similar in the mega-study performed in 11 countries by Super and Šverko, (1995). In addition, other scholars (England and Whitely, 1990; Harpaz and Fu, 1997; Snirt and Harpaz, 2006), researching on MOW and culture, have found some general clues on MOW regardless the national culture called "meaning of working patterns" like apathetic workers, alienated workers, economic workers, social contribution workers and expressive workers.

Culture it is not static is a highly dynamic domain that evolve along the time and surpass the strict boundaries of theoretical definitions and produce affects on individuals and societies; and culture interaction with other complex social domain as MOW results on a plurality of views about working and its meaning. As example of the mentioned, Loscocco and Kalleberg (1988) studying MOW in two dissimilar cultures (Western vs. Asian), expressed that MOW has two main social shaped components: work obligation, which is a general orientation that echoes the importance of the work gender identity role; and more specific work values, which represents the functions that work serves for people. Their research on the aging of the people as important social consideration on MOW in two disparate cultures found that the concept of work dedication as expression of MOW in older men is comparatively superior to younger males in both cultures. In addition, the MOW for social identity was linked to work seniority for both Asian and Western. Inasmuch, in the analysis pay enters together with age; the Asian respondents noticeably connected good pay to a better social consideration in comparison with the

Western counterpart sample. The authors attribute this finding to a great cultural changes experimented by the Asian countries, in special Japan; converging more and more with Western work values and mention that if this trend continues, “the frugal and self-sacrificed Japanese employee may disappear completely” (Loscocco and Kallemborg, 1988).

To keep the flow going here you need a conclusion.

Meaning of Work and Family

Habitually relationships not linked with job issues most salient for the individuals are their families. In spite of, few studies has been done in the role of the family on the MOW for the individuals. One exception is the academic work done by Brief and Nord (1990). This body research describes that family relationships might influence the MOW; due basically to the burden that family put in one’s work as time, energy and economic resources. Besides of, using a positive insight, family shall be a supply of rest and peace to recuperate of the work stress and an important source of psychological support to the person who works; providing appreciation, esteem and love. In this sense, the relation between family and MOW is a kind of reciprocal relation; shaping the meaning of each other (Rosso et al., 2010).

The work-family interface positive side, is represented in how work and family benefit each other boundary participant; therefore, work and family offer to individuals with resources such as income, superior esteem and other assistance that may help individuals to better carry out other life spheres (Carlson et.al; 2006). According to the same authors, more particular benefits of the work-family synergy shall include “skills, perspectives, flexibility, psychological and social capital and material resources”. In contrast, Greenhaus et.al., (2006), reported that the interface work-family might be in the individual live a source of intense and continuous discomfort and feelings of sadness, depression, anxiety, frustration, guilt and even enraged; generating strong stress and influence negatively into oneself considerations about the work.

Several studies have been done on work-family interrelations and work-family balance and its relevance and effects on the work organizations and organizational behavior (Agards and Kimberly, 2011). Regrettably, even do the amount of research in those topics, a number of gaps between the research and the practice are still there and a major impact on improving the lives of the workforce have not made (Kossek et al., 2011).

The absence or presence of conflicts with the spouse and work-family balance has implications on the work commitment and the signification of the work (Day and Chamberlain, 2006). In addition, as the stressors family and work might have an effect on both sides either, Westman (2005) has studied this divergence on WFC (work-family conflict) and FWC (family-work conflict) on husbands and wives, finding that conflicts happened in one or another area influences perceptions on jobs but in short periods of time until the conflict is solved or decreases in intensity. Carlson et al., (2000) propose three forms of FWC/WFC; time-based conflict, strain-based conflict and behavior-based conflict.

Lu et al., (2005) studied conflict, work and family in a cross-cultural research added one conflict to the previous triad, the worry-based conflict. Scholars, has not reach accord on what of the mentioned types of stressors have more salience on MOW

Scholars have research on the MOW and the family in specific population as migrants doing lower status jobs that they held in their home countries (Krau, 1981) still many find positive meaning in their new jobs due that they consider that their jobs will allow their families to reach a better quality of life for their family (Bhagat and London, 1999; Bullock and Waugh, 2005)

Scope of Research

Using a qualitative exploratory study and inductive approaching this study will be focusing on the study of employees' MOW.

Research Objectives – General

Are expected that the findings of this research might probably identify patterns, themes and common categories discovered in the observational data. This research will be a direction for further full qualitative research on employees' MOW, articulated with working in a foreign country and be married with spouses culturally distant.

You have much material up to this point. It needs to inform the direction of the study more clearly - so how do we now arrive at studying Latin Americans?

Research Objectives – Specific

- To answer the below questions:
 1. What is the meaning of work for Latin Americans employees?
 2. How and in what extent has changed whether their opinions on meaning of work after relocate in Asia?
 3. What are the marriage and spouse roles in their concept of meaning of work?
- To pursue a possible topic of research in my Ph.D. studies
- To have academic clues on the meaning of work
- To trained myself as researcher using qualitative-inductive approach ✓
- To fulfill the academic requisites required in the course “Qualitative Research Methods”

2 = too much

Methodology – Exploratory Qualitative-inductive

According to Saunders (2009) Book, among the several advantages of apply an exploratory qualitative-inductive methodology, is helping to “find out a better way to clarify the researcher’s understanding of the research problem, as the researcher is insecure of the precise nature of the phenomenon”. In addition, as the researcher wants to pursue this topic like a potential theme for his Ph.D. dissertation; the results of this exploratory study may show if the research is worth to pursue.

Use an exploratory qualitative-inductive methodology also have the advantage of enable account on complex social experiences (Koeber, 2002) in this case, the complexity on the MOW of a specific group of Latin American males working and living in Asia and married with Asian.

Key issue - what is known? Little - then this leads to a qualitative approach.

The inductive approach is based on collect data and then explores them to see which themes or issues emerge to follow up a concentrate on as the research progress (Yin, 2003 Book); which matches effectively with the scope of this research.

The methodology used to develop this qualitative exploratory study using an inductive approaching, will consist in gather data trough primary and secondary sources.

Using Primary Data - Collecting Data

Collecting data as primary research method encompass the use of well-rationalized, semi-structured retrospective interviews with open-end questions and standardized questions (Saunders et al., 2009). According to Koeber (2002) retrospective questioning interviews are helpful to order events and occurrences and when longitudinal data are not available and the researcher believes that the respondent can provide reliable information about their stories.

back translation?

The standardized questions will provide the general guide of the interviews and will be written in English and later translated either to Spanish and Portuguese following the double translation-technique suggested by Babbie (2008). The open-end questions provide respondents with the opportunity to give detailed description of their particular experiences (Koeber, 2002) and will have the same methodological treatment that standardized ones.

Sampling

The process of selecting observations is called sampling (Babbie, 2008). For this exploratory qualitative-inductive research, the author will use heterogeneous sampling (Patton, 2002)book; selecting a small subset of many members of the subset are easily to identified, but the enumeration is nearly impossible. Using judgmental sampling is based on the necessity for this particular research that attempts to improve the understanding of a complex phenomenon as MOW, answer the research questions and meet the research objectives (Babbie, 2008); thus, the sample in this research will be composed of a minute group of Latin-American males, legally employed, whose are living in Asia and are married with women culturally distant.

Need to specify how is is heterogenous What is the sample?

In addition, the judgmental respondent selection have a clear advantage in this research trying to avoid strong country subculture effects (Shiffman and Kanuk, 2007); furthermore, based on the reported by Milliken and Martins (1996) people with similar educational backgrounds and characteristics often share similar life experiences and values and find this experiences and values validated with others of similar characteristics. On contrary, different worldviews, assumptions and stated or unstated beliefs characteristic of different cultural groups can create differences of opinions evoking unconscious biases, stereotypes or prejudices (Ancona and Caldwell, 1992).

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The small sample will be Latin American male, white-collar employees, between 25 to 50 years-old, holders of academic degrees, living in Asia and married with Asians for less than

Need to work on justifying each of the aspects e.g., why white collar? e.g., why this age? e.g., why academic degrees?

Electronic Interview Guideline

The use of this kind of interview is appropriate to provide confidential information (about private life) to someone that the respondents never see the situations of stress, shameless, compromise, guilt and others that the respondent in a personal one-to-one interview (Burld et al., 2009). The interviews will be conducted in English and Portuguese; person-to-person but using a computer-aid commercial software; following Wharton's (1996) interview premises including time for interview; following the ambience, etc. The electronic interviews verbatim will be recorded in an electronic format provided by the same computer-aid commercial software for *a posteriori* analysis.

ok, some useful points here on interviewing. need to add explanation about why electronic

Privacy

Privacy and anonymity are the foundation stones for access to collect the data in this exploratory-inductive study. Therefore, will be necessary taking in account several measures that need to be carefully planned prior to the interviews. The respondents will be informed before the interviews about the reasons for collecting the data and how the data will be used to increase credibility and confidence (Saunders, et.al., 2009). They will receive the assurance that all the collected data just for academic purposes and that the personal information and names neither will nor divulged neither public nor private and that the researcher will identify every respondent with anonym individual codes. Is advisable prepare a written information sheet a consent form. The Annex 1 shows both formats.

SK

Opening Statements

According to Saunders, et al., (2009), when the interviewees has not met before the interviewer, the very first minutes of dialogue will have a considerable impact in the outcome of the interview. The author recommends take some preventive actions In order to avoid the interview failure; among them a clear explanation of the research purpose, that will aid in get the interviewee to transmit a professional image, demonstrate theme knowledge, respect the ideas and expressions of the interviewees, exhibit a genuine interest in the answers of the respondents, allow to the respondents to express with liberty and if is necessary make proper interruptions. However, is prudent not overstated, not be markedly talkative and be excessive friendly with the interviewees. The general idea, of a good opening statement according Healey and Rawlinson (1994) book, is making available and guarantee an adequate atmosphere that should induce to develop the interviews with minimum stress, openness of information, that combined with anonymity will result in increase of honesty and reduce the opportunity of response bias. Table 1 presents the list of possible opening statements (English version). This table is under current update and will be modified along the author search more related academic literature.

Yes, value of opening clear

Interview Sections

The interview will comprise three sections, below described:

Section I

Following Vecchio (1980) each respondent will receive an interview, with a few but relevant questions that the researcher is confident will be answered by respondents (Robson, 2002) book; those will provide basic demographic and marriage data. The purpose of getting the basic data is having more of a better understanding of each respondent particularly and trying to reach conclusions in the final analysis. The use of a questionnaire is considered a complementary method in this research design, where the core research method is the interview. The Table 2 shows some of those questions and its respective coding system (English version). This table is under current update and will be modified along the author search more related academic literature.

Seems unnecessarily complicated. Sending interview questions before interview would work better.

Section II – Open-End Questions

As in this research the author is undertaking a study that includes exploratory elements it is recommended to include non-standardized open-end questions (Cooper and Schindler, 2008) book. The interview will continue necessarily with open-end questions, including somewhat detailed descriptions of what attracted respondents to work in Asia, how closely their experiences match their expectations and how they do their jobs and what they found satisfying and frustrating about their jobs (Wharton, 1996). In addition, some enquires will allow to explore their marriage short stories and spouse significance with incidence on the role of them in the respondents' works. The open-end questions are useful when the order and logic of the questioning may need to be varied for any sudden reason; and those are truly essential for the "understanding the reasons for the decisions that you research participants has taken and the reasons for their attitudes and opinions" (Sunders, et al., 2009) book. The Table 3 presents the list of possible open-end questions (English version) with their respective codes. This table is under current update and will be modified along the author search more related academic literature.



Section III – Structured Questions

The structured section of the interview will be related to MOW and will follow the questioning wording and coding published by Hodson (2002) and Vecchio (1980), with minute modifications introduced by the researcher. The Table 4 shows the question wording and its respective coding system (English version). This table is under current update and will be modified along the author search more related academic literature.

Using Secondary Data – Collect Additional Relevant Information

not clear on the relevance of this.

Use adequately secondary data will result in an enormous saving of time and monetary resources (Ghauri and Grønhaug, 2005 book); in spite of and according with Saunders et.al., (2009Book) some basic points need to take in account before collecting secondary data, ability to help to answer the research questions, benefits shall be greater than the costs to access to data, effortless to get it, validity, and reliability. Basically, the secondary data to be used in this research will be documentary; with written and non-written material. The written material will cover articles in academic relevant journals, business magazines and newspapers including selected internet information. The non-written material mainly will cover media accounts like TV reports from well-known informative media.

Data Analysis

The coded answers will be analyzed as well as open-end questions by approximating procedures and techniques recommended by Koeber (2002); in addition, following the same author the quotations will be selecting on basis of general blueprints or characteristics found across the sample or because they describe atypicalness to the general patterns.

To access to the conclusions and generalizations from the research findings, will be pe thorough analysis of work and marriage stories with objectives characteristics of the response as kind of job, hierarchical position, seniority, working experience, years of marriage, spouse job selection, etc.

Here the work we have done on coding is relevant. Are you approaching this is a more positivist or interpretivist sense?

Limitations

Several limitations are presented in this exploratory research basically linked to the deadline submission of the final report. As example of the mentioned both interviews using open-end questions and structured ones were realized at the same time, when the literature review advice to do in two time-separate interviews.

Table 1

Opening Statements

Good afternoon, thanks for your kind participation in this study about the meaning of work among Latin Americans employees living in Asia. My name is Edu Bringas and I am Pd.D. student at National Cheng Kung University, located in Tainan city, Taiwan. Your participation will help to me to do my academic research in the area of international business. This is a total anonymous and private interview; let assure to you that your responses will not be used for another reasons that academic study, even your name not will be disclosed and you will protected by a numbering code. I have been sending to you a written explanation with details about the study and a consent form to be signed by you. I will be happy to respond to you if you have any question or if you want some extra clarification about the purposes of this study. For the data provided in the small questionnaire I see you live in Asia since that is very interesting, please tell to me how did you decide to move to Asia

Table 2

Data and its respective coding system (English version)

Socio-Technical Characteristics	Coding
Advanced academic degree	(0) Not (1) Yes
Job autonomy	(1) None (2) Little (3) Average (4) High (5) Very high

Table 3

Open-end Questions (English version)

In your own words, how do you describe the meaning of work among Latin Americans?	Expect outcomes: perceive what is the respondent personal definition, idea, concept, fantasies about the MOW.
After moving to work in Asia, to what extent has changed your opinion on meaning of work?	Expect outcome: evaluate if exist or not alteration of the respondent previous concepts about MOW. If there are some variations try to understand the level and implication of such changes.
From your information, I have seen that you are a married man, and I would like to ask, in what respect has marriage change (or not) your mind about the meaning of work?	Expect outcome: Answer about the role of be married with someone culturally distant on the MOW.

Table 4

Question wording and its respective coding system (English version).

How did you come to this coding structure - see point above. This is important to give credibility to these results

Variable of MOW	Question wording	
Pride *	Do you feel a sense of satisfaction when you tell to someone about your work?	Average (3) A great deal
Significance work *	Would you say your job is important to yourself?	(1) Insignificant (2) Somewhat significant (3) Fulfilling
Creativity*	How creative is your job?	(1) None (2) Little (3) Average (4) High (5) Very high
Effort bargaining*	How frequent do you offer your best effort in your job?	(1) Reticence practiced widely (2) Conditional effort given (3) Given freely
Extra effort*	Frequently, do you make more things /activities /tasks that those expected in your job?	(0) Not (2) Yes
Enthusiasm*	Are you enthusiastic in your job?	(0) Not (2) Yes
Cooperation*	When someone needs your help in the job, do you help?	(1) Absent (2) mixed (3) widespread
Commitment*	Are you committed with your current job?	(0) Not (1) Yes
Continuity **	If you were to get enough money to live as comfortably as you would like for the rest of your life, would you continue to work or would you stop working?	(1) Continue working (2) stop working
Satisfaction **	On the whole, how satisfied are you with the work you do – would you said that you are	(1) Very satisfy (2) moderately satisfy (3) a little satisfy (4) very dissatisfied
Motivation	Is your work inspirational?	(0) Not (1)

Schedule

The work is scheduled to start on the last week of October 2011 and finish according to the required in the syllabus of the course "Qualitative Research Methods"

Cost

The cost will be assumed by the researcher and will be related to:

Stationery: 2000 NT

Printing: 2000 NT

Binding: 1000 NT

English revision style: 2500 NT

Confidentiality

All the data collected will remain under strictly confidentiality. All the respondents will receive an electronic document stated clearly the research purpose and ask for a specific writing authorization. The respondents only will be identifying by numbers and codes and no one know about the other respondents.

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ILO International Labour Organization – 2011

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FEEDBACK ON YOUR PRESENTATION

QUICK PRESENTATION FEEDBACK			
GROUP:	EDU		
A	B	C	D
Are ideas presented connected with the aim of the presentation?	Are the ideas presented clear supported with evidence and logical argument?	Is it easy to follow & to understand? (Are the slides clear and easy to follow e.g. use of new pictures, words, graphs)	Overall impression (is it a group presentation etc.?)
40%	30%	20%	10%

<p>Comments</p> <p>Purposive sample – you could usefully describe the reasons underlying choice</p> <p>How is the data captured from skype? Is there some kind of recording process? How does this link to the transcript.</p> <p>Start the process with empathy – yes, but how avoid bias?</p> <p>Coding = type of questions – but this is not consistent (open, closed (probes?)) See the table.</p> <p>Questioning – the structure of the questions about the marriage is leading – if you are starting to understand how participants construct an interpretation of the meaning of work.</p> <p>Which is the software? It looks like a helpful qualitative analysis package.</p> <p>Analysis by question is helpful – but sometimes meaning do appear between questions too. However, going question by question – if they are fairly discrete – give structure to the analysis process.</p> <p>Query the data – is interesting and useful – e.g., issue of conflict – now need to tie this back to the research question to keep it focused.</p> <p>Overall comment: The work has developed more but consider:</p> <ul style="list-style-type: none"> - Making the introduction/literature more logical to build a case for the need for this piece of work - Explain your approach to sampling more fully 			

FEEDBACK ON YOUR PRESENTATION

- Useful detail are given to qualify and explain the approach to interviewing. Check for extraneous parts in this section.
- How is the data to be analysed? Coding is an important issue here that isn't really touched on. This means results lack credibility when they are presented.

Grade: 79%