



## International Journal of Home Science

ISSN: 2395-7476  
IJHS 2019; 5(2): 282-284  
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www.homesciencejournal.com  
Received: 13-03-2019  
Accepted: 15-04-2019

**Harshita Bisht**  
Ph.D Scholar, CCAS, MPUAT,  
Udaipur, Rajasthan, India

**Suman Singh**  
Professor, CCAS, MPUAT,  
Udaipur, Rajasthan, India

**Hemu Rathor**  
Associate Professor, CCAS,  
MPUAT, Udaipur, Rajasthan,  
India

### Development of tool to assess the knowledge about home management

**Harshita Bisht, Suman Singh and Hemu Rathor**

#### Abstract

In the decade after liberalization, there is rapid rise in the number of domestic workers in India, despite of its growing in number; domestic workers in most countries remain largely unrecognized, unskilled and uneducated. Women domestic workers in the unorganized sector consist of the most vulnerable working segments in society. They were low paid and possessed poor socio-economic status. Capacity building program is needed for providing skills to them. So keeping this in mind tool was developed to assess the knowledge of domestic workers on Home Management. Tool was validated by expert and found good for assessing knowledge and reliability of the tool was 0.81. It was concluded that tool is useful to find out the level of knowledge among domestic workers, accordingly capacity building training can be planned in future.

**Keywords:** Capacity building, home management, domestic workers

#### Introduction

Domestic workers are the largest sector of working women in India and hold largest share of labour in informal economy of the country. According to ILO report domestic workers are at least 52.6 million across the world in 2010. This number included men and women. Since 1990s population of workers in domestic work is increased tremendously, they have crossed more than 19 million in numbers. In recent years, demand of responsible person for handling household chores in professional and middle class homes is a reason for massive expansion of domestic work as a job for gainful employment in India (Chandramouli & Kodandarama, 2018) <sup>[1]</sup>. Statistics of their population showed significant contribution in Indian work force.

National sample survey estimated that 2.52 million domestic worker were involved in domestic work during 2009-10 period which is more than the 1999-2000 period (1.62 million). Several Indian civil societies reported that estimated populations of domestic workers are 20 million in India which are mostly younger in age. It was estimated that out of total women workers engaged in nearly 15 per cent were engaged in domestic works. As per the national Domestic workers Movement (NDWM) out of total domestic workers 90 per cent are women and children's between the age group of 12 to 75, further it was estimated that 25 per cent domestic workers are below 14 years. It was perceived that very less domestic workers were documented them as domestic worker and it was felt that they are more in numbers compare to official estimation. It is a most dynamic source of employment from last few decades for women. Moreover it is growing faster than construction industry which is majorly dominated by men.

Domestic work comes under unorganized sector and domestic worker mostly get job on the basis of recommendation or their previous good record of working. They are recommended by individual only when they work better so improving their skills also helpful to fetch them more wages and houses. Capacity building programs is one of the approaches for improving their present capabilities at work. Capacity building concept is closely related to education, training and human resource development (Williamson, *et al.* 2003) <sup>[6]</sup>. The skills which are essential for the employees to accomplish their job successfully can be developed through training and development programme (Chiaburu and Tekleab, 2005) <sup>[2]</sup> and before planning training or capacity building program for them their knowledge assessment is important. Knowledge assessment also gives idea about the need of training among domestic workers.

#### Correspondence

**Harshita Bisht**  
Ph.D Scholar, CCAS, MPUAT,  
Udaipur, Rajasthan, India

There is no such tool was developed yet. So keeping this in mind knowledge assessment tool was developed to assess knowledge about Home Management.

### Material & methods

Tool was originally formulated by researcher for the investigation entitled "Knowledge

Assessment for Capacity Building of Domestic Workers". Developed tool contained following aspects: Housekeeping, Cooking, use and care of household equipment, care and safety of family members, occupational health, personal grooming and hygiene and government schemes. This was completed under the supervision of advisor and panelists / experts from the field of community and social science.

**Table 1:** Distribution of question under various components of interview schedule

S. N.	Component	Sub-Aspects	Question no.	Total no. of Questions
1.	Housekeeping	Cleaning Management	1-5=5	12
		Cleaning Practices	6-12=7	
2.	Cooking	Food and Nutrition	13-21=9	18
		Cooking method & Practices	22-30=9	
3.	Use and Care of Household Equipment	Household Equipment: use and cleaning process	31-42=12	12
4.	Care and Safety of Family Members	First Aid	43-52=10	16
		Role and responsibility of caregiver	53-58=6	
5.	Occupational Health	Work Hazards	59-65=7	17
		Occupational health safety information	66-72=7	
		Protective Equipment	73-75=3	
6.	Personal Grooming and Hygiene	Personal Grooming	76-80=5	11
		Personal Hygiene	81-86=6	
Total				86

In this tool easy and understandable words were used. Tool was developed only in Hindi language. After development of tool, it was given to experts for checking its content. Tool was checked in terms of content, construction, language and appropriateness of interview schedule as per the objectives. It was found that construction and language were good. Few changes were recommended in content and they were included before checking the reliability.

### Instruction for scoring

For the purpose of assessing Knowledge of Domestic Workers close ended questions was designed. Each question

in the tool had more than one possible answer and every right answer/response was allotted (1) one mark, if answer did not match with given answer then allotted zero marks. In this test maximum score which can be obtained was 189 and minimum score was zero. Knowledge of domestic worker was categorized as Good, Average and Poor. The details regarding scoring to assess the Knowledge level of domestic worker are Give in Table: 4. In this study 6 aspects of domestic work included in tool and questions were not equally distributed in each component so the maximum scores obtained vary. Maximum scores of each category were discussed below in table 5.

**Table 2:** Description of scoring under various components of tool

S. N.	Component	Sub-Aspects	Maximum marks can be obtained	Total no. of marks can be obtained
1.	Housekeeping	Cleaning Management	12	24
		Cleaning Practices	12	
2.	Cooking	Food Groups and Nutrition	21	36
		Cooking Pre-Preparation & method	15	
3.	Use and Care of Household Equipment	Household Equipment: Work done, cleaning process	24	24
4.	Care and Safety of Family Members	First Aid	21	36
		Role and responsibility of caregiver	15	
5.	Occupational Health	Work Hazards	15	33
		Safety Procedures	12	
		Personal Protective Equipment	6	
6.	Personal Grooming and Hygiene	Personal Grooming	9	24
		Personal Hygiene	15	
Total				177

Tool must be standardized for better and authentic results. For standardization of tool Validity and reliability of tool were assessed.

### Result & discussion

Validity is defined as the degree to which the instrument measures what it claims to measure. Content validity refers to the extent to which it measures and signifies all facts of given construct. For content validity, Tool was given to the expert for critical judgment. Experts were requested to review all of the components in terms of its readability; clarity and

comprehensiveness etc.

Tool were analyzed by the experts of various fields (department of Resource Management and Consumer Studies, extension education, psychology and sociology, human development), to make sure that the items represented almost possible areas of roles. The opinions received from experts and they were suggested that make the language of tool simple, easy and understandable, after that expert gave opinion to which items should be included in the final instrument. Then researcher collected all the responses and incorporated the suggestion.

**Table 3:** Mean content validation scores given by experts, N= 10

S. No.	Content validation indicators	Mean scores
1.	Language	3.29
2.	Content coverage	4.14
3.	Length of sentences	4
4.	Suitability	3.71
5.	Format	3.86
6.	Clarity	3.43
Mean of total scores:		3.74

The test was evaluated by the expert on five point rating scale i.e. Poor, Fair, Good, Very Good and Excellent. Each component given a scores 1 for 'Poor', 2 for 'Fair', 3 for 'Good', 4 for 'Very Good' and 5 for 'excellent' rating. The outcomes of content validation are presented in table 2. The table clearly point out that the calculated mean scores of the interview schedule was found as 3.74 which indicate that schedule was good for assessing knowledge of domestic worker about Home Management.

**Table 4:** Mean Scores for Ranking of Tool

Excellent	4.2 – 5
Very Good	3.4 – 4.2
Good	2.6 – 3.4
Fair	1.8 – 2.6
Poor	1 – 1.8

#### Pilot & reliability testing of tool

Reliability is defined as the extent to which a test, questionnaire, observation or any measurement procedure produces the same results on repeated trials. In means that it gives the stability or consistency of scores while each time interview schedule will used over time or across raters.

To assess the reliability of developed tool pilot study was conducted on 40 domestic workers in Udaipur city. Test was conducted to ensure if the structured tool were understand by respondents and to assess the time required for completing it. The pilot study were revealed that the respondent understand the schedule and able to respondents accordingly.

Reliability of the structured interview schedule was with split-half method. This method is most feasible as all data for computing reliability was obtained on one occasion. Thus variation brought about by difference between the two testing situation were eliminated. For this study tool was used to assess the responses of the respondents who were not included in the final study. Under the Split- half reliability method items were divided into two halves with even and odd numbers and these two halves were considered as a separate schedule. Then correlation was assessed between two sets of statements. Reliability of the tool is 0.81, which indicates that tool was good for assessing knowledge of domestic worker about their domestic work. This tool can be used for.

#### Application of the Tool

Important applications of the study are, as follows:

1. The tool is useful to find out level of knowledge of domestic workers about their work.
2. The tool is useful to researcher to investigate knowledge of Homes Management among people of different age.
3. Knowledge assessment with this tool gives training need among respondents.

#### Conclusion

The reliability of tool on home management for domestic workers was tested in Udaipur Rajasthan. The tool was found reliable regarding domestic workers age. The findings suggest

that tool is an acceptable instrument to assess the knowledge of domestic workers about Home management.

#### Acknowledgement

The authors wish to thank the panel members for their valuable suggestions. We also thank to domestic workers and NDWM for their co-operation. We confirm that personal details of subjects were only used for research work. Due gratitude is expressed to the department of RMCS, college of Community and applied science, MPUAT, Udaipur for providing scholar with the required academic input.

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