

## Report on Workshop on ‘Scale Development’, 20<sup>th</sup> July 2019

BSE-SGGSCC Centre of Excellence organised its first workshop of the Academic session 2019-2020 on Saturday, July 20, 2019. The one-day workshop titled ‘**Scale Development**’ was held in the college premises in joint collaboration with the Department of Commerce, Delhi School of Economics, planned under the aegis of Department-College Interface. The workshop was specifically meant for researchers and faculty members who are planning to do research using qualitative data based on the questionnaire method, as scale creation is a process of developing a reliable and valid measure of a construct in order to assess any attribute of interest. Professor R. K. Singh, Dean and Head, Department of Commerce, Delhi School of Economics, University of Delhi and Dr. Hamendra Kumar Dangi, Associate Professor at the Department of Commerce, together conducted the workshop.



The workshop consisted of three sessions. In the first session, the participants were introduced to the concept of Scale Development by Prof. R.K. Singh, through a lecture-cum-discussion session. Professor Singh explained different aspects of scale development using insights from ancient texts, including *Panchatantra*. He also discussed two approaches to scale construct, namely,

*deductive* and *inductive*. The former focuses on using theory and the already-formed conceptualisation of construct and the latter is useful when there is uncertainty in the definition of construct.

In the other two sessions, Dr.Dangi discussed in detail Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA), and Reliability and Validity of Scale. He also deliberated on formative and reflective measurement models for assessing categorical variables. He assisted the participants to understand the concepts through demonstration-cum-discussion modules. In close interaction with the resource person, the participants undertook Exploratory and Confirmatory Factor Analysis on dummy data using SPSS and AMOS. Reliability and Validity of Scale was also tested using self practice questions.



The participants found it an enriching experience to get acquainted with Scale Development and gained in-depth knowledge on its different facets. Many participants commended the efforts of the College and the Department in making the workshop a great success. A ‘Certificate of Participation’, jointly signed by heads of both the institutions was awarded to each participant. In total 37 participants, with 21 from the college faculty, attended the workshop.



**Participants of the Scale Development Workshop, July 20, 2019**