

Theme Generation Using Smart Codes and Smart Groups in ATLAS.ti 22

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Dr. Ajay Gupta

- Dr. Ajay Gupta has the rich and diversified experience that includes Indian Air Force, Banking, and Management education. He is a Professional ATLAS.ti Senior Trainer and Consultant (<https://atlasti.com/support/consultants/>)
- Dr. Gupta is an Erasmus Mundus Fellow, from the University of Milan, Italy. He completed his Ph.D. in management and labour studies from Tata Institute of Social Sciences (TISS), and holds a Master in management from Asian Institute of Management (AIM), Manila, Philippines.
- He has taught in T.A. Pai Management Institute, Manipal, An AACSB, and prestigious management Institute in India, and is currently working as a Professor at Vivekananda Business School, Mumbai.
- Dr. Gupta has conducted several workshops on Qualitative Research Methods and Analysis using ATLAS.ti across sectors and disciplines. He is an invited faculty for many prestigious institutes like IIM, TISS, NITIE, MNNIT, NIRT, Chennai, Bank of Baroda Apex Academy Gandhinagar, and National Law University, Delhi.

Nature of Qualitative Research

Human Interactions

Contexts

What is qualitative research

- Qualitative research is characterized by an approach which seeks to describe and analyze the culture and behavior of humans and their groups from the point of view of those being studied.
- Qualitative research places an emphasis on providing a comprehensive or holistic understanding.
- Qualitative research relies on a research strategy which is flexible and iterative.

Code

- Discovering meaningful information from response through research objective lens
- Code is a foundation and first step in deriving theme
- An inductive code is grounded in the data whereas a deductive code is grounded in theory
- An inductive approach to coding is used when little is known about the topic of study, and the study is of an exploratory type
- Deductive coding is based on hypotheses based on existing theory

FileHomeSearch & CodeAnalyzeImport & ExportToolsHelpDocumentToolsView

Create Free Quotation

Apply Codes

Code In Vivo

Quick Coding

Search & Code

Rename Delete

Cut Link

Reverse Link

Relation

Comment

Word Cloud

Word List

Concepts

Search Document

Print

CodingQuotationMargin EntitiesExplore & AnalyzeDocument

DocumentsExplore

Search

Morale Research 1919 onwards - ATLAS.ti

Documents (197)

D 1: campbell1957 (2)

D 2: child1941 (269)

D 3: chow2007 (163)

D 4: chowdhry1956 (163)

D 5: dimesnion of morale (112)

D 6: doherty1988 (112)

D 7: evans2001 (196)

D 8: Fang 2002 (299)

D 9: Fang 2005 (320)

D 10: FINAL ISSUE VC (112)

D 11: frey1993 (113)

D 12: giese1949 (60)

D 13: gordon1955 (14)

D 14: guba1958 (137)

D 15: hamblin1961 (1)

D 16: hopkins1995 (7)

Comment:

Zero or multiple groups selected

D 1: campbell1957

All CodesApplied Codes

1:15 p 1 in campbell1957

Commitment

GROUP

Individual

Management

MORALE

Motivation

People

Performance

Personality

Relationship

SATISFACTION

Social

Comment:

1:15 p 1 in campbell1957

GROUP

MORALE

WORK

People

Performance

WORK

MORALE

MORALE

Time

GROUP

MORALE

SATISFACTION

Code Manager

Search Entities

Name	Grounded	Density	Gi
Commitment	323	0	
GROUP	3360	0	
Individual	2869	0	
Management	2135	0	
MORALE	10697	0	
MORALE & SATISFACTI...	914	0	
Motivation	857	0	
People	7039	0	
Performance	2111	0	
Personality	780	0	
Relationship	1774	0	
SATISFACTION	3255	0	
Social	592	0	
Teachers	2649	0	
Time	2786	0	

Code Distribution by Document

D 7: evans2001

D 10: FINAL ISSUE..

D 11: frey1993

D 14: guba1958

D 18: Huby 2002

D 19: Islam 2012

Type here to search

32°C

18:59

08-03-2022

Number of codes

- Saldaña (2016) suggests 50 – 300 codes
- Creswell (2015) stressed developing 30 to 50 codes, can be reduced even further to, say, 20, and can then be collapsed into about 5-7 themes
- Friese (2014) recommends 80 – 100 codes, which are divided into 15-20 categories that are grouped into 5 – 7 major concepts

Code category

- Codes can be categorized in many ways, such as linking by showing appropriate relations, merging two or more codes that reflect similar concepts, and forming new codes which incorporate the previous ones
- After the categorization of the codes, the researcher creates groups. A group is the collection of code categories that indicate a concept. Code groups allow for wider relationships among codes

Code group

- Grouping codes based on homogeneous information, code attributes, and relationships
- Code group holds codes and code categories based on shared attributes and characteristics

Smart codes

- Smart code is created to present themes from codes using relation linkages
- Smart codes link attributes of two or more codes using operators
- Smart codes are a combination of existing codes
- Smart codes enable researchers to generate various reports

Query Tool

Scope

Search Document Groups

Document Groups

- Fifth round of data collection (10)
- First round of data collection (10)

First round of data collection

Fifth round of data collection

Search Code Groups

Code Groups

- Codes from Survey import (7)
- Codes from Survey import + Theory deve... (11)
- Theory development (4)

Scope: First round of data collection | Fifth round of data collection

Term: Theory development

Theory development

Network Nodes Export View

Good Govt step to protect people | Responsible step by Government | People should follow social distancing and govt guidelines

Theory development

Theory development through Grounded theory approach

Responsible step by Government | People should follow social distancing and govt guidelines | People not responsible

People should follow social distancing and govt guidelines | People not responsible

Stay at home & spend quality time with family | Good Govt step to protect people

Theory developed using grounded theory approach and six round of data collection. The first emerging theory, followed by other three in descending order

Report for Query: Theo...

Report

Project: Social perception survey in lockdown

Report created by Dr. Ajay Gupta on 08-12-2022

Report for Query: Theory development

Scope: First round of data collection | Fifth round of data collection (95) quotations

1:1 ¶ 2 in Case 1

Created by Dr. Ajay Gupta on 08-12-2022

Code Manager

Codes Search & Filter Tools View

Search Code Groups

Search Entities

Show codes in group Theory development

Name	Grounded	De
Good Govt step to prote...	383	
People should follow so...	349	
Responsible step by Gov...	496	
Stay at home & spend...~	593	

Comment: Select a single item to show its comment

18 codes 4 filtered codes

stay at home

1:14 ¶ 11 in Interview A

Response 3: Except branch managers no body bother to know about top management priority and strategy and they do not know. Also some branch managers who are exposed to some top management people come to know about priority and strategy. Otherwise in general there is lot of pr...

1:15 ¶ 16 in Interview A

Response 5: First and foremost thing, public sector banks should stop practice of promoting general officers to specialist officers. Those who are in HRM or HR should be HR specialists; those who are marketing department should be marketing specialist. Specialist officers s...

1:13 ¶ 25 in Interview A

Response 9: It is very well there. And it is expected by the management. They are more concerned about late sitting.

discriminatory HR practices

Late sitting practices

discriminatory HR practices + Unfair promotion process

Unfair promotion process

Management practices: unfair HR practices

Management Practices

Management practices that adversely affect the middle managers morale in public sector banks. This is one category that emerges from the inductive coding process.

Management practices: mediocre promoted

Management practices: late sitting practices

Management practices: favour based promotion

justifies

justifies

is part of

is part of

is part of

is part of

is associated with

is associated with

Smart groups

- Smart groups present themes from code groups using relation linkages
- A smart group is also the combination of many code groups using operators. The purpose is to create groups at an aggregate level. For instance, if a study has groups for gender, age, and location, smart groups can be formed

File

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Edit Scope

Save Smart Code

New Document Group

Add

Delete

Change Operator

Swap

OR

AND

ONE OF

NOT

Up

Down

Siblings

Within

Encloses

Overlaps

Overlapped By

Follows

Precedes

Rotate Layout

Refresh

Fit Content

Report

Term

Set Operators

Semantic Operators

Proximity Operators

View

Output

Query Tool

Scope

Scope

Search Document Groups

Document Groups

Imported Survey Data (208)

Personality orientation:: (10)

Personality orientation::Ambi... (51)

Personality orientation::Ambiv... (1)

Personality orientation::Extrov... (79)

Personality orientation::Intro... (64)

Personality orientation::Introve... (1)

Second round of data collecti... (10)

Sixth-round of data collection (10)

Sixth-round of data collection

Second round of data collection

Search Code Groups

Code Groups

Codes from Survey import (7)

Codes from Survey import + Theory development (11)

Theory development (4)

Search Codes

Codes

Codes from Survey in

Good Govt step to pr

Good Govt step to pr

People not responsib

People should follow

People should follow

Question 1: What do

Question 2: How do y

Question 3: How do y

Question 4: One thin

Question 5: One thin

Question 6: What do

Question 7: What do

Responsible step by c

Responsible step by c

Stay at home & spen

Stav at home & spen

Report for Query: Code..

Report

Report for Query: Codes from Survey import & Theory development

Scope: Second round of data collection | Sixth-round of data collection (105) quotations

24:1 ¶ 2 in Case 24

Created by Dr. Ajay Gupta on 08-12-2021

stay at home & spend quality time with the family

2 Codes:

Question 1: What do you do in the lock down period? /

Stay at home & spend quality time with family

0 Memos

Scope: Second round of data collection | Sixth-round...

Term: Codes from Survey import & Theory develop...

Theory development

Codes from Survey import

Search

24:1 ¶ 2, stay at home... 2 Codings

24:2 ¶ 4, Good for pe... 3 Codings

24:4 ¶ 8, Spending qu... 2 Codings

24:5 ¶ 10, people are... 2 Codings

24:6 ¶ 12, People sho... 2 Codings

25:1 ¶ 2, stay at home... 2 Codings

25:2 ¶ 4, Good for pe... 2 Codings

25:3 ¶ 6, spending ti... 2 Codings

25:4 ¶ 8, Spending qu... 2 Codings

25:5 ¶ 10, People do... 2 Codings

25:6 ¶ 12, People sho... 2 Codings

25:7 ¶ 14, Follow gov... 2 Codings

27:1 ¶ 2, stay at home... 2 Codings

27:2 ¶ 4, Good for pe... 2 Codings

Code Manager

Codes

Search & Filter

Tools

View

Search Code Groups

Search Entities

Code Groups

Codes from Surve... (7)

Codes from Surv... (11)

Theory developme... (4)

Name

Grounded

De

Codes from Survey import & The... 989

Good Govt step to protect people 155

Good Govt step to protect peopl... 383

People not responsible 171

Comment:

18 codes

Term Quotations 105

Scope Quotations 140

19:12

04-02-2022

Response 3: Except branch managers no body bother to know about top management priority and strategy and they do not know. Also some branch managers who are exposed to some top management people come to know about priority and strategy. Otherwise in general there is lot of pressure on branch managers. And in generally they do not have time to know all these. Top management priority is to do favor for someone and they ask branch managers to do favor in terms of loan and advances to their relatives, friends etc. and when branch managers do not follow them and talk about policies, they are treated differently and eventually transferred as a punishment positing to remote areas, naxal affected areas and rural areas etc. Employees who do not follow the oral instruction for favor are harassed like anything.

There are three emerging patterns from the question- what is the management priority about strategy and whether middle managers aware about it. Middle managers are not aware about the practices of top management. Mediocre people get promotion and there is a culture of oral instruction in the bank. This is perhpas repurcussion on middle managers morale.

Management Practices

Management practices that adversely affect the middle managers morale in public sector banks. This is one category that emerges from the inductive coding process.

((Management practices: mediocre promoted WITHIN Response 3 Awareness about top mgt priority) | Management: no awareness of strategy) | Management practices: oral instruction prevails

Management practices: mediocre promoted

Management practices: oral instruction prevails

Management practices: no awareness about strategy

Management practices: late sitting practices

is part of

is part of

is part of

is associated with

is associated with

is part of

D 3: Interview 8

Response 4: Actually it is very true, what happens is that there are various reasons to this. For example if Mr. X is posted in the head office for the last 8 years. He was promoted and kept there. So when appraisal comes, there is superior whom he has good interaction. So there is friendly approach rather than management approach with the employee. They sit together, eat together so during appraisal the person gets more mark, and getting promotion. The people do not have much work at head office. So they are mainly concerned about exam, study and get lots of time to pass exam and study. They join in clerical cadre, pass exam and promote to officer and reach to higher management. And in the branch, they don't have the time to meet anyone. What happens at branches, there are targets, and there are review meeting, so when management find that target is not achieved they mess with the branch heads. They have enough time to study and get promotion. In branches

3:6 Promotion favour for HO people

3:9 HO employees get more marks

3:8 Comparison between HO and...

3:7 Promotion practices for branch...

3:10 missing target get targeted

3: HO employees get more time...

Query Tool

Search Code Groups

Code Groups

◇ Management Toxic Practices (2)

Search Codes

Codes

○◇ Comparison between H... {1-0}

●◇ favoritism in performanc... {1-1}

●◇ favour in promotion {1-0}

●◇ favour in promotion and... {1-1}

●◇ favour in transfer {2-0}

Scope: Entire Project

Term: HO employees get more marks WITHIN Promoti...

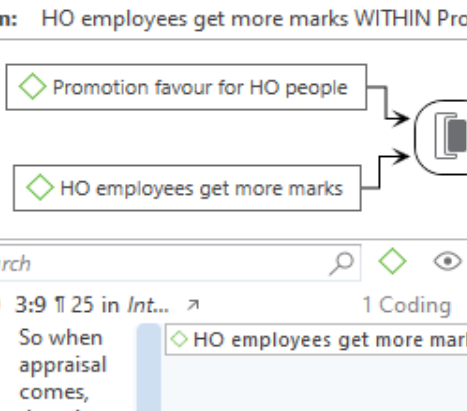


Diagram illustrating the scope and term of the project:

- Scope: Entire Project
- Term: HO employees get more marks WITHIN Promoti...

The diagram shows two boxes representing the scope and term, both pointing to a central circular icon containing a document symbol.

Search results for the term "HO employees get more marks":

- 3:9 1 25 in Int... >
- So when appraisal comes, there is superior
- HO employees get more marks

Query Tool

Search Code Groups

Code Groups

◇ Management Toxic Practices (2)

Search Codes

Codes

◇ Comparison between HO and Branch work {1-0}

◇ favoritism in performance appraisal {1-1}

◇ favour in promotion {1-0}

◇ favour in promotion and transfer {1-1}

◇ favour in transfer {2-0}

◇ favour on regional basis {1-1}

◇ Favouritism practices {5-5}

Scope: Entire Project

Term: Promotion practices for branch people ENCLOSURES...

The diagram illustrates a concept where two different terms or phrases point to a single, unified concept. On the left, there are two rectangular boxes. The top box contains a green diamond icon followed by the text "missing target get targeted". The bottom box contains a green diamond icon followed by the text "Promotion practices for branch pe...". Arrows from the right side of both boxes point towards a central circular icon on the right. This central icon is a stylized representation of a document or folder with a smaller rectangle inside it, all enclosed within a blue square border. This visualizes the idea of "enclosures" or a common concept that encompasses different practices or targets.

Query Tool

Search Code Groups

Code Groups

- ◇ Management Toxic Practices (2)

Search Codes

Codes

- ◇ Comparison between HO and Branc... {1-0}
- ◇ favoritism in performance appraisal {1-1}
- ◇ favour in promotion {1-0}
- ◇ favour in promotion and trasnfer {1-1}
- ◇ favour in transfer {2-0}
- ◇ favour on regional basis {1-1}
- ◇ Favouritism practices {5-5}

Scope: Entire Project

Term: Promotion practices for branch people OVERLAPS Comparisi...

File

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Edit Scope

Save Smart Code

New Document Group

Add

Delete

Change Operator

Swap

OR

AND

ONE OF

NOT

Up

Down

Siblings

Within

Encloses

Overlaps

Overlapped By

Follows

Precedes

Rotate Layout

Refresh

Fit Content

Report

Term

Set Operators

Semantic Operators

Proximity Operators

View

Output

Query Tool

Search Code Groups

Code Groups

Management Toxic... (2)

Search Codes

Codes

favoritism in perfor... {1-1}

favour in promot... {1-0}

favour in promot... {1-1}

favour in transfer {2-0}

favour on region... {1-1}

Scope: Entire Project

Term: favour in promotion ++ favour in...

favour in transfer

favour in promotion

6:4 11 56, Tra... 1 Coding

Query Tool

Search Code Groups

Code Groups

Management Toxic Pr... (2)

Search Codes

Codes

favour in promoti... {1-0}

favour in promoti... {1-1}

favour in transfer {2-0}

favour on regiona... {1-1}

Favouritism practi... {5-5}

Scope: Entire Project

Term: favour in promotion & favour in tr...

favour in transfer

favour in promotion

6:3 11 56, Yes, i... 2 Codings

Query Tool

Search Code Groups

Code Groups

Management Toxic Prac... (2)

Search Codes

Codes

favoritism in perfor... {1-1}

favour in promotion {1-0}

favour in promotion... {1-1}

favour in transfer {2-0}

favour on regional b... {1-1}

Favouritism practices {5-5}

Leave issues of mid... {17-0}

Scope: Entire Project

Term: favour in promotion | favour in transfer

favour in transfer

favour in promotion

6:3 11 56, Yes, it is, base... 2 Codings

6:4 11 56, Transfer and... 1 Coding

D 6: Interview 1

54 Question 14: Practices of promotion and transfer:

55 What is your opinion about the promotion based on tenure or relationship and connection with top boss?

56 Response 14 Yes, it is, based on relations and connections approach rather than based on merit and performance. Transfer and promotion for branch level is different from regional office and head office level.

57

6:3 Y...
6:4 Tra...

favour in promotion

favour in transfer

favour in transfer

Query Tool

Search Code Groups

Code Groups

Management Toxic Practices (2)

Search Codes

Codes

favoritism in performance a... {1-1}

favour in promotion {1-0}

favour in promotion and tra... {1-1}

favour in transfer {2-0}

Scope: Entire Project

Term: NOT favour in promotion

favour in promotion

1:1 11 60, Response 20: When there is insufficient m... 1 Coding

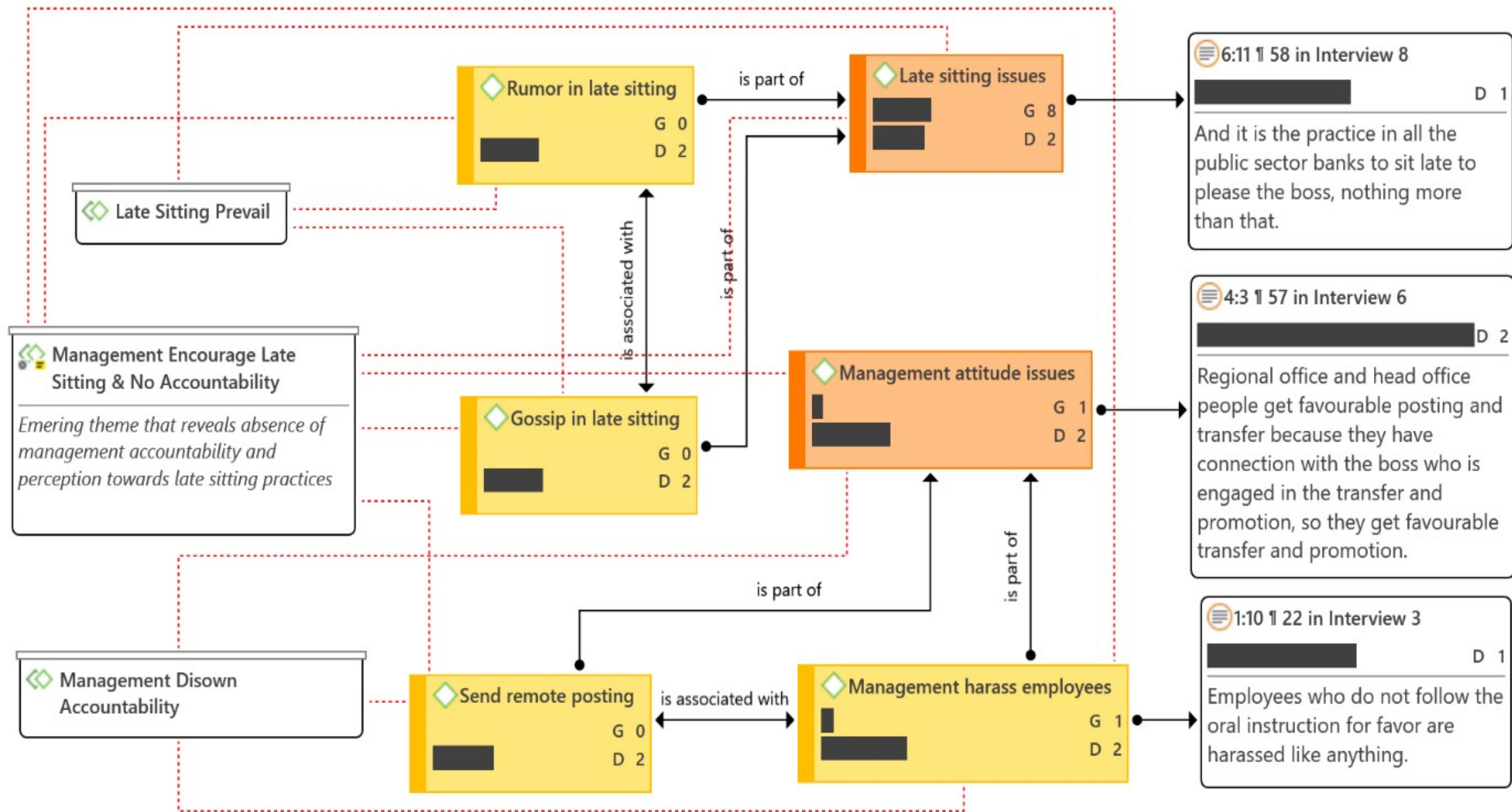
1:2 11 57, Regional office and head office people ge... 2 Codings

2:1 11 65. Response 21: Till the time you go on leav... 1 Codina

Term Quotations 25 Scope Quotations 0

Themes

- A theme is patterned information emerging from responses and the researcher's field experience with regard to research questions
- Themes emerge from coding and memo-writing process with reference to research objectives
- Themes/theoretical models or a conceptual framework emerge from data analysis and analytic memos (Strauss & Corbin, 1990). Memos are a collection of the researcher's hunches, interpretations, queries, and notes from the start to the end of the investigation. They become part of the data corpus and are frequently reviewed



Indian Social Survey 195 - ATLAS.ti

Code Co-Occurrence Table

Sankey Diagram

FileHomeSearch & CodeAnalyzeImport & ExportToolsHelp

Code Co-Occurrence Table

Sankey Diagram

Code Co-Occurrence Table

Search Column Codes

	Name	Grounded
<input checked="" type="checkbox"/>	Preventive suggesti...	70
<input type="checkbox"/>	RQ1: What do you d...	195
<input type="checkbox"/>	RQ2: How do you vi...	174
<input type="checkbox"/>	RQ3: How to you en...	172
<input type="checkbox"/>	RQ4: What is one thi...	178
<input type="checkbox"/>	RQ5: What is the on...	179
<input type="checkbox"/>	RQ6: What do you s...	168
<input type="checkbox"/>	RQ7: What do you d...	170
<input checked="" type="checkbox"/>	Sharing house/offic...	109
<input checked="" type="checkbox"/>	Spending time with...	205
<input checked="" type="checkbox"/>	Suggestions to stay...	230

Search Row Codes

	Name	Grounded
<input type="checkbox"/>	Preventive suggesti...	70
<input checked="" type="checkbox"/>	RQ1: What do you...	195
<input checked="" type="checkbox"/>	RQ2: How do you v...	174
<input checked="" type="checkbox"/>	RQ3: How to you e...	172
<input checked="" type="checkbox"/>	RQ4: What is one t...	178
<input checked="" type="checkbox"/>	RQ5: What is the o...	179
<input checked="" type="checkbox"/>	RQ6: What do you...	168
<input checked="" type="checkbox"/>	RQ7: What do you...	170
<input type="checkbox"/>	Sharing house/offi...	109
<input type="checkbox"/>	Spending time with...	205
<input type="checkbox"/>	Suggestions to stay...	230

		RQ1: W...	RQ2: Ho...	RQ3: Ho...	RQ4: W...	RQ5: W...	RQ6: W...	RQ7: W...
		195	174	172	178	179	168	170
Engaging at home	390	0.26	0.03	0.12	0.04	0.05	0.08	0.23
Follow social distancing	99	0.03	0.04	0.04	0.00	0.02	0.15	0.12
Following government guideli...	229	0.05	0.12	0.04	0.05	0.06	0.13	0.18
Preventive suggestions to kill...	70	0.01	0.15	0.01	0.01	0.02	0.09	0.02
Sharing house/office work at...	109	0.12	0.00	0.13	0.05	0.05	0.01	0.04
Spending time with family	205	0.11	0.04	0.14	0.18	0.03	0.04	0.07
Suggestions to stay home and...	230	0.03	0.10	0.01	0.12	0.17	0.10	0.10

Suggestions to stay home and serve people

Spending time with family

Sharing house/office work at home

Preventive suggestions to kill virus

Following government guidelines

Follow social distancing

Engaging at home

RQ7: What do you do to make the public curfew successful...

RQ6: What do you suggest to control the Covid-19 and re...

RQ5: What is the one thing that you dislike the most...

RQ4: What is one thing that you like the most about the...

RQ3: How to you engage yourself in the public curfew...

RQ2: How do you view the public curfew? Write in details.

RQ1: What do you do in the public curfew? Write in details.

4 Quotations of code "Suggest

Search

Engaging at h

Follow social d

Following gov

3 C

Follow social d

RQ3: How to yc

Suggestions to

Comment:

Nothing to display.

4 Quotations of code "RQ3: Ho

Search

Engaging at h

Follow social d

Following gov

3 C

Follow social d

RQ3: How to yc

Suggestions to

Comment:

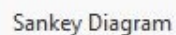
Nothing to display.

Calculated Cell "RQ3: How to you engage yourself in the public curfew? Write in details." @ "Suggestions to stay home and serve people"

Activate Windows
Go to PC settings to activate Windows.

Windows Taskbar

15:00
16-06-2021



120 Quotations of code "RQ1: What do you do in the

11:1 12 in . 3 Codings

Stay at home as social distancing is...

Engaging at home

Follow social dis...

13:1 12 in, 3 Codings

I prefer to stay at home and try to avoid...

Engaging at home

RQ1: What do y...

15.1 12 in 2 Codings

Comment: Edited 07-07-2021 12:22 by aj...

Engaging at home is the most significant emerging theme from research question: What do you do in the public curfew? There is 120 quotations co occur between the research question and code- engaging at home. The C value is 0.26.

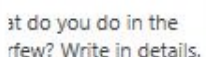
120 Quotations of code "Engaging at home"

Engaging at home

Comment: Edited 07-07-2021 12:22 by qj...

Engaging at home is the most significant emerging theme from research question: What do you do in the public curfew? There is 120 quotations co occur between the research

RQ1: What do you do in the public curfew? Write in... ▾ ×



Search Codes

○  BETTER { 100-0 }

- ☒ EASY { 108-0 }
- ☒ FACULTY & TEACHERS { 174 }

- GOOD {279-0}
- GOOGLE {38-0}

INTERNET CONNECTIVITY 8

Term Quotations 188, Score Quotat

GOOD

ID	Name	Start	End
2:15	Question21 Study from home Proper time Less timings Mute audio Mute vi	344	416

ions 0

Code group F to J + Code group R to V

This smart group has been created in code manager using OR operators. It includes all information associated with code group F to J and code group R to V. This is the thematic representation that holds code groups, codes, memos, quotations, code to code relations and quotations to quotations relations. This theme presents the source of low middle managers' morale.

Smart group with edit scope

This smart group is the combination of one smart group and one code group/

Code group R to V

The code group has two codes- code E and code F

1:4 ¶ 20, source in Interview 1

Middle level attrition: harassment! Where people get more salary, they go there. Top management should improve them, bank is like a family and they should not prejudice with...

Justifies

1:5 ¶ 24, source in Interview 1

Management does not protect the whistle blower. Instead they start torturing from the top by giving and explaining negative consequences. They try to send strong signal and intimation that...

Source for low middle managers morale

This code represents reasons that lowers middle managers morale in the organisation.

code E

is associated with

code F

code B

is associated with

code D

Int 2 R 4 Unfair practices

There is no rule for promotion and transfer. The respondent is suffered in promotion process because he belongs to specific region.

Int 1R2 Motivated practices

The employees has suffered. The organisation has motivated practices that help increase employee motivation.

FileHomeSearch & CodeAnalyzeImport & ExportToolsHelpQuery ToolScope Tool

Edit Scope

Add Document GroupAdd Document

Change Operator▼

SwapDelete

ORANDONE NOT OF

Rotate LayoutRefreshFit Content

Report▼

TermsSet OperatorsViewOutput

Explore

Code Group ManagerQuery ToolCode Manager

Search

Research Framework in ATLAS.ti

Documents (9)

Codes (34)

Scope

Search Document Groups

Document Groups

Female officer bank A (1)

Managers of bank A + Managers o...

Search Code Groups

Code Groups

Code group A to E (0)

Code group A to E + (

Code group F to J (2)

Code group F to J + C

Code group H to L (0)

Code group M to Q (C

Code group R to V (2)

Code group W to Z (0)

Search Codes

Codes

code T {0-0}

code U {0-0}

code V {0-0}

code W {0-0}

code X {0-0}

code Y {0-0}

code Z {0-0}

Smart group with es

Source for low midc

Target for low midd

Managers of bank A + Managers of bank B

Term: Code group F to J + Code group R to V & Code group R to V

Code group F to J + Code group R...

Code group R to V

Search

1:4 11 20, source in Interview 1

2 Codings

code E

Source for low...

1:5 11 24, source in Interview 1

2 Codings

code F

Source for low...

Scope Query

Type of Content

Dates and Users

Content

Comments

Codes

Memos

Hyperlinks

Create Report

ID	Reference	Name	Text
~ < 1:1	11 64	source	Man
~ < 1:2	11 15	source	Offic
~ < > 1:3	11 18	source	Equa
~ < > 1:4	11 20	source	Midc
~ < > 1:5	11 24	source	Man
9:1	11 88		• In t

Term Quotations 2 Scope Quotations 6

Editing Scope

Research objectives

Research questions

Respondents and responses

Codes and memos

Code and memo groups

Emerging themes

Two research objectives

five research questions

five research questions

ten respondents

100 responses

50 relevant segments

20 surprising moments

20 memos

100 codes

memo patterns

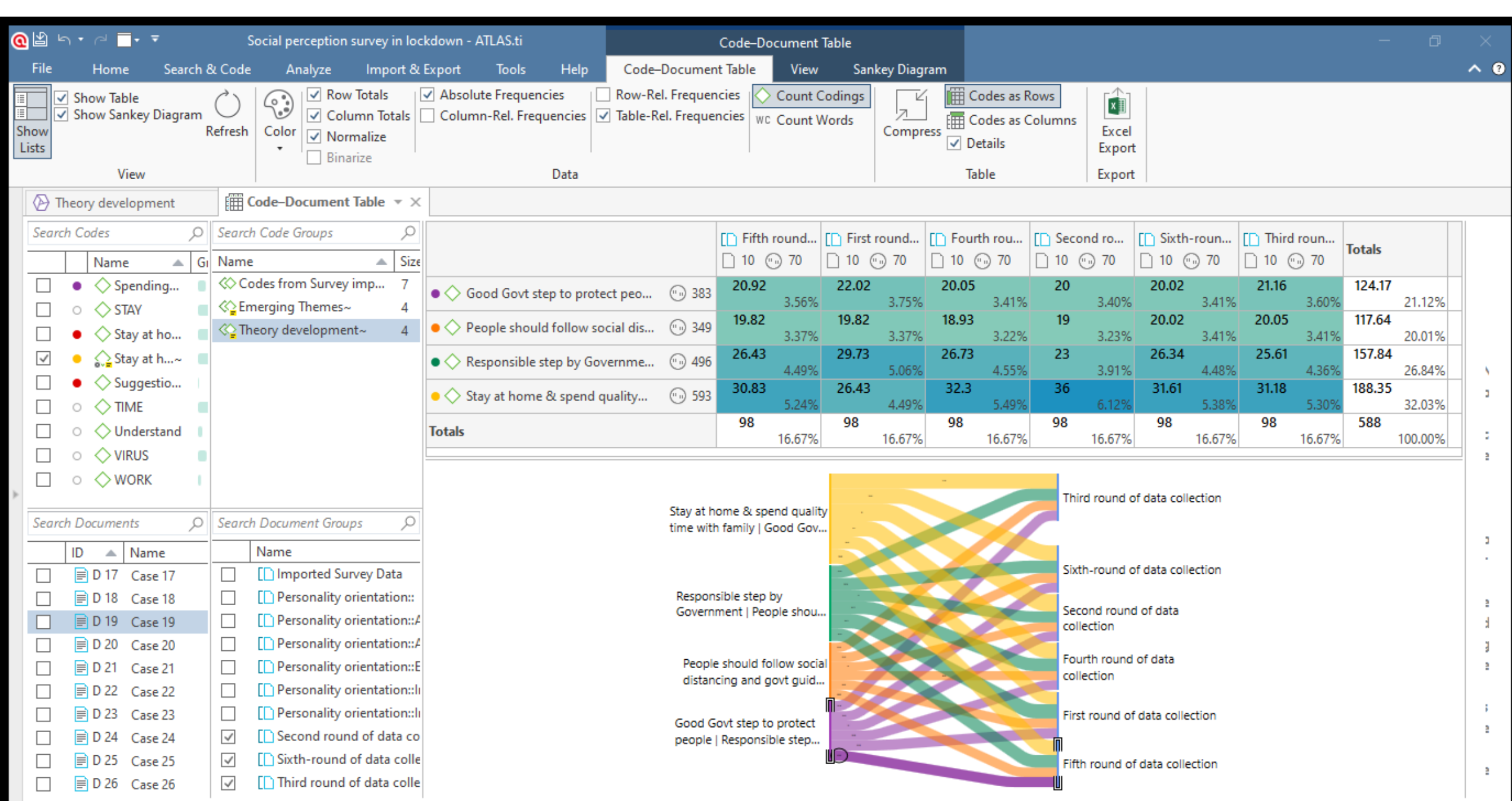
5 memo groups

10 code groups

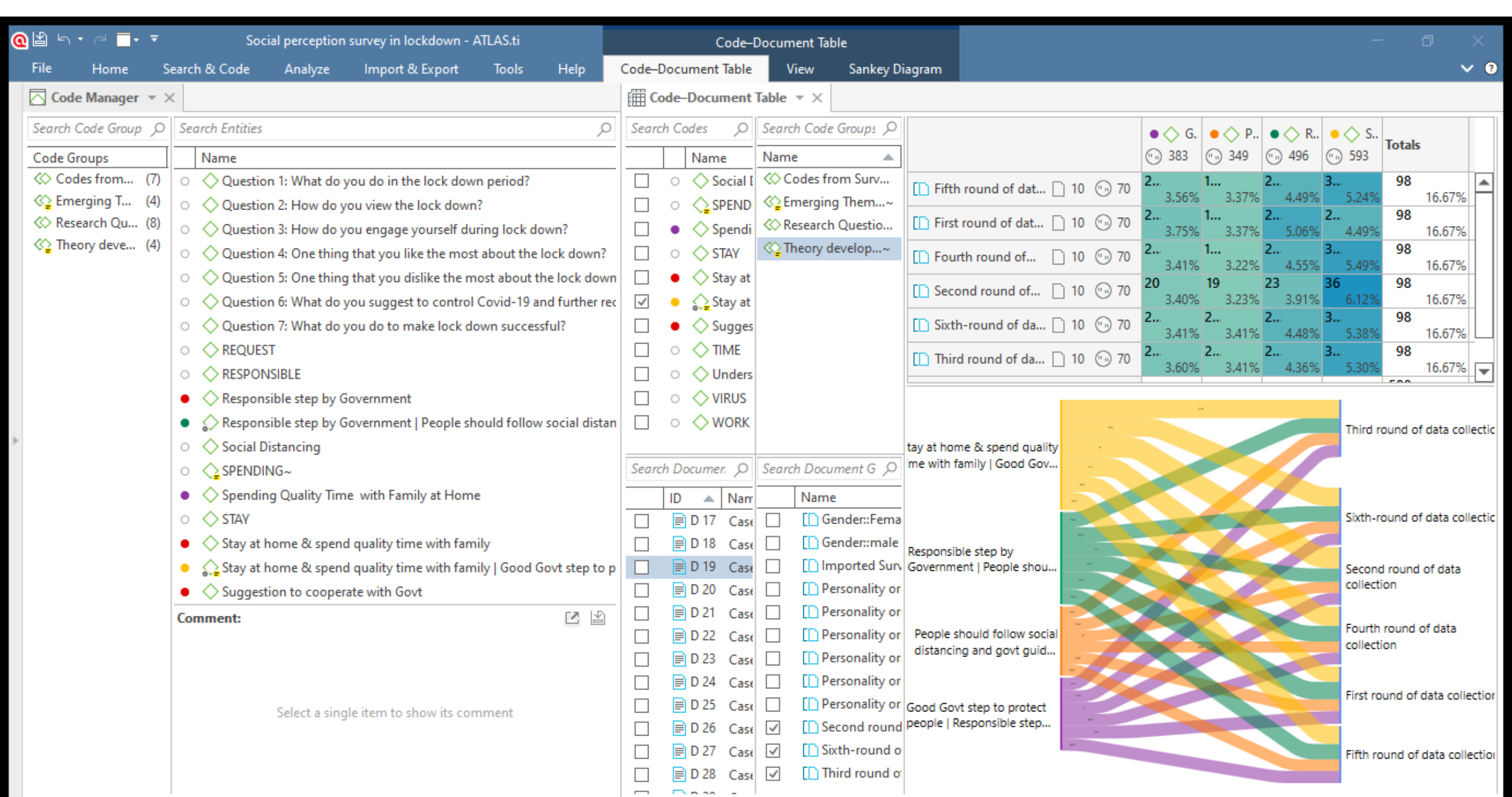
4-5 themes supported by quotations & memos linked with themes

Grounded theory methodology

- Researchers using this approach should 'discover' the knowledge, concept, or theory that is reflected in the data (Strauss & Corbin, 1998) or, if it is not available, they should generate one
- In addition, they should also develop an abstract analytical schema of the process



(4 codes + 0 code groups) x (0 documents + 6 document groups) = 24 cells



Report generation

- Textual
- Network
- Excel

File

Home

Search & Code

Analyze

Import & Export

Tools

Help

Query Tool

Scope Tool

Edit Scope

Save Smart Code

New Document Group

Add

Delete

Change Operator

Swap

OR

AND

ONE OF

NOT

Up

Down

Siblings

Within

Encloses

Overlaps

Overlapped By

Follows

Precedes

Rotate Layout

Refresh

Fit Content

Report

Term

Set Operators

Semantic Operators

Proximity Operators

View

Output

Query Tool

Search Code Groups

Code Groups

Management Toxic... (2)

Search Codes

Codes

favoritism in perf... {1-1}

favour in promot... {1-0}

favour in promot... {1-1}

favour in transfer {2-0}

favour on region... {1-1}

Scope: Entire Project

Term: favour in promotion ++ favour in...

favour in transfer

favour in promotion

6:4 11 56, Tra... 1 Coding

Query Tool

Search Code Groups

Code Groups

Management Toxic Pr... (2)

Search Codes

Codes

favour in promoti... {1-0}

favour in promoti... {1-1}

favour in transfer {2-0}

favour on regiona... {1-1}

Favouritism practi... {5-5}

Scope: Entire Project

Term: favour in promotion & favour in tr...

favour in transfer

favour in promotion

6:3 11 56, Yes, i... 2 Codings

Query Tool

Search Code Groups

Code Groups

Management Toxic Prac... (2)

Search Codes

Codes

favoritism in perfor... {1-1}

favour in promotion {1-0}

favour in promotion... {1-1}

favour in transfer {2-0}

favour on regional b... {1-1}

Favouritism practices {5-5}

Leave issues of mid... {17-0}

Scope: Entire Project

Term: favour in promotion | favour in transfer

favour in transfer

favour in promotion

6:3 11 56, Yes, it is, base... 2 Codings

6:4 11 56, Transfer and... 1 Coding

D 6: Interview 1

54 Question 14: Practices of promotion and transfer:

55 What is your opinion about the promotion based on tenure or relationship and connection with top boss?

56 Response 14 Yes, it is, based on relations and connections approach rather than based on merit and performance. Transfer and promotion for branch level is different from regional office and head office level.

57

6:3 Y... 6:4 Tra...

favour in promotion

favour in transfer

favour in transfer

Query Tool

Search Code Groups

Code Groups

Management Toxic Practices (2)

Search Codes

Codes

favoritism in performance a... {1-1}

favour in promotion {1-0}

favour in promotion and tra... {1-1}

favour in transfer {2-0}

Scope: Entire Project

Term: NOT favour in promotion

favour in promotion

1:1 11 60, Response 20: When there is insufficient m... 1 Coding

1:2 11 57, Regional office and head office people ge... 2 Codings

2:1 11 65. Response 21: Till the time you go on leav... 1 Codina

Term Quotations 25 Scope Quotations 0

Thank you!