

# **CHAPTER - I**

## **RESEARCH METHODOLOGY**

## **RESEARCH METHODOLOGY :**

Research in its broadest sense is an attempt gain solution to problems. It develops concepts, theories, and tools of measurement. It also provides the research investigator necessary skills to analyses the problem scientifically. Research is ortical and exhaustive investigation is under taken to seek facts or to answer the problem.

Research means *discovery of some hidden facts*. So research means searching of something or somebody specially with care, also a continued careful *inquiry or investigation into a subject in order to discover the facts*.

According to P.V. Yound " Social Research is the systematic method of *discovering new facts or verifying old facts, their sequence, inter-relationships, casual explanation and the natural laws which govern them* ".

Research is the manipulation of things; concepts for the purpose for generating to extent correct and verify knowledge. Whatever that knowledge and in the construction of a theory or in practice of an art. Research is essential for building up of the knowledge based on sciences. Research aims at pure and the oretical knowledge. This help in predicting and controlling of future course of action.

Thus, the term Research Methodology denotes the techniques and methods that are adopted for undertaking any research study, the researcher tried to stick with the rules of Research Methodology.

### **A) Review of Literature :-**

The Researcher refer the books, periodicals, articles, journals, and encyclopedias on human resource management. The researcher is also refer the *various research projects and dissertation available in the colleges and the research reports available in M.S.R.T.C. offices, and also she refer M.S.R.T.C. documents*.

## **B) Research Design :-**

A research design is a plan of action, a plan of collecting and analyzing data in an economic, efficient and relevant manner. It is a logical and systematic planning and direction of the research scheme. Following methodology will be used for the study. Because it intends to understand the HRM practices of M.S.R.T.C. and to know the opinion of the employees. (class I to Class IV)

- 1) Objectives of the study.
- 2) Hypothesis of the study.
- 3) Universe of the study.
- 4) Sampling.
- 5) Tools of the study.
- 6) Limitations of the study.
- 7) Analysis of Data.

## **Objectives of the study :-**

- a) To Study M.S.R.T.C. : Working system in Solapur Division.
- b) To Study the HRM Practices i.e. Recruitment, Selection, Promotion & Training of M.S.R.T.C., Solapur Division.
- c) To Know and understand the employees personal background, feeling towards their job, wages / Incentives, working conditions and prospects / opportunities.
- d) To examine the employees attitude towards their supervisors, management system, trade union, and department.
- e) To summarize the study and provide the suggestions.

### **1) Hypothesis :**

Following are the hypothesis in the mind of the researcher while framing the research design.

- a) The Management is not able to stress out the actual resources available in their employees.
- b) The advantages of actual resources existing with the manpower available is not considered.
- c) The management is only emphasizing upon the quantity of work and not the quality.

### **2) Universe of the study :**

The study is confined to M.S.R.T.C., Solapur Division. The researchers has approached to the higher authorities and has been granted permission to conduct the study upon the same topic.

### **3) Sampling :**

For the purpose of study, Maharashtra State Road Transport Corporation (M.S.R.T.C.) was a selected, as a organization as universe as vast, it was difficult to interview all the employees. So, researcher selected the sampling method for the survey.

The total sample consists of 50 employees and for Class-I - 2 employees, Class-II - 10 employees, Class-III - 19 employees, and from Class-IV - 19 employees are interviewed with the help of interview schedule. Simple Random sampling method was used by researcher.

#### **4) Tool of Study :**

The researcher would like to prepare the questionnaires with the help of questionnaires the researcher would like to conduct personnel interviews of the respondents. A part from that the researcher would like to collect information about the personnel policies with the help of available documents and records. Some un-necessary questions were omitted certain modification and changes were made and final interview schedule was prepared.

#### **5) Limitations of the Study :**

The sample size of the study is not so large to make generalization. This study is limited for only 50 respondents (employees) as a samples, using sampling technique data is collected from them only. Till then the researcher has to make much time to convenience the employees (respondents) that she is neither the management representative nor the government representative but the study is purely academic in nature.