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CHAPTER III

RESEARCH METHODOLOGY

3.1 INTRODUCTION :

Shri Datta Founders and Engineers is a firm in production of C.I. Casting and Machining. Owned by Baburao Yeshwant Bodake is an industry established in the year 1992 in MIDC Shiorli, Kolhapur. This partnership firm has another two important units i.e. B.Y. Enterprises and Soya's Industries. Datta Founder and Engineers is mainly engaged in production of automobile parts, spare parts and in production of agricultural equipments. Actually this industry does the work of casting of jobs, drawing (as per the drawing). After finishing the production work it supply manufacture casing jobs to their units. i.e., Soya's Industries, B.Y. Enterprises and these two units do the work of machining the job casting.

Shri Datta founders and engineers is doing its business successfully since last sixteen years. After finishing its production it supply its ready job to Rathi Transpowers of Pune and Mahindra & Mahindra of Nagpur.

Though industry started this business with the very limits amounted of Rs. 15000 =00 but at present the Industry has reached to the turnover of Rs. 6 crores per year.

The reason of industry development lies in high technology, machinery and proper human resource management. A perfect blending of human resource management and machine power is made by this industry.

The use of machine is the result of advanced science and technology. But the human resource management is the most important and challenging job in today's global era. It is circle factors behind the

success of any industry. Human resource management is management of the planning of the organization, directing and controlling of procurement, development, integration, maintenance and separation of human resource to the end of that individual and social objectives are accomplished. The present study is an attempt in the direction to understand human resource management of Datta Founders and Engineers.

3.2 SIGNIFICANCE :

The present study entitled THE STUDY OF HUMAN RESOURCE MANAGEMENT IN DATTA GFOUNDERS & ENGINEERS. It is mainly concerned with method of developing potentialities of the employees so that they can get maximum satisfaction out of their work and give their best efforts to the organization. It will also help in improving their relationship and within an enterprise.

3.3 STATEMENT OF PROBLELM:

Finding the right man for job and developing him in to an effective team member is an important function of every manager. The present study entitles as SHREE DATTA FOUNDERS AND ENGINEERS is an attempt to highlight the different aspects of human resource management of Shri Datta Founders and Engineers.

3.4 OBJECTIVE OF THE STUDY:

- a) To study the profile in Shri Datta Founders and Engineers.
- b) To analysis the recruitment and selection polity in Shri Datta Founders and Engineers.
- c) To understand the welfare facilities available to human resource management in Shri Datta Founders and Engineers.

- d) To know the human resource development programmers in shri Datta Founders and Engineers.
- e) To know performance appraisal of human resource in shri Data Founders and Engineers.
- f) To offer conclusion and suggestions.

3.5 SCOPE OF THE STUDY:

The present study is concerned with human resource management in shri Data Founders and Engineers. The study covers the period from the year 2002 – 2007. The study concentrates on human resource management practice only.

3.6 LIMITATIONS:

The study limited to shri Datta Founders and Engineers only. It highlights mainly on human resource management of shree data founder and engineers. The study is limited to period of five years only.

3.7 PRIMARY SOURCE:

Primary data is required for this study is collected through the following.

- 1) Interaction with respective officers and managing partner.
- 2) Interaction with the accountant, marketing manager, In charge of foundry and in charge of machine shop and the in charge of quality assurance.
- 3) By doing the discussion and asking the questions to employees and workers.
- 4) Required information is also collected through investigation process by doing field investigation with the help of questionnaire to

officers and workers.

- 5) Information is also collected by interviewing the management officers.
- 6) Detail information is also collected by watching the actual performance of workers and by doing interaction with workers.

3.8 SECONDARY SOURCE:

The secondary data required for the present study is collected through following ways.

- 1) Annual reports of Shree Datta Founders and engineers.
- 2) By reading working manuals of Shree Datta Founders and Engineers.
- 3) Personnel record file of personnel.
- 4) Reference books.
- 5) Articles publish in newspapers and magazines.
- 6) Records of management representative.

The data so collected with the help of primary and secondary sources were analysis and tabulated to bring about uniformity there in and it is analyzed by using statistical method to create proper sequence and meaning to draw a meaningful conclusion.