

CHAPTER III

RESEARCH METHODOLOGY

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- AIMS AND OBJECTIVES OF THE STUDY
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CHAPTER - III

RESEARCH METHODOLOGY

This chapter deals with the methodological plan of the present study. The research methods followed in this study have been briefly outlined here. Thus, the methodological plan of the chapter is as follows :-

RESEARCH PLAN

1. The aims and objectives of the study.
2. The Hypothesis of the study
3. The Locale of the study
4. The Research Design of the study : Sampling
 - 4.1 The selection of Osmanabad District
 - 4.2 The selection of Sugar Industries in Osmanabad District.
 - 4.3 The selection of seasonal workers
5. The methods of Data Collection
 - 5.1 Interview Method
 - 5.2 Observation Method
 - 5.3 Discussion Method
6. Pilot study
7. Interviewing the respondents
8. Analysis and interpretation of Data.

1. THE AIMS AND OBJECTIVES OF THE STUDY

The major objectives of the study were :-

1. To study the nature and extent of the problems of seasonal workers in Sugar Industry in Osmanabad district.
2. To throw light on the, Socio-economic background of the seasonal worker.
3. To know and understand the nature of seasonal work and personnel practice in the sugar industry.
4. To know the working condition in sugar industry and employment condition of seasonal workers in sugar industry.
5. To study industrial relations in sugar industries in Osmanabad district.
6. To know the social services rendered by the sugar industries in Osmanabad district.
7. To understand the awareness of the seasonal workers regarding labour legislation applicable to them.
8. To study the welfare facilities provided to the seasonal workers in sugar industry.
9. To study and find out the nature of jobs of seasonal workers during the off season.

2. THE HYPOTHESIS OF THE STUDY

The major hypothesis of the study were :-

1. The seasonal workers are totally unaware about the labour laws applicable to them in sugar industry.
2. The seasonal workers consider their job as a part time service and not as career.
3. Some of the seasonal workers remain unemployed during the off season and some of them work in the agriculture field.
4. Seasonal workers are not aware about the impact of bad working conditions on their health.
5. Most of the seasonal workers are not aware about the safety equipments, provisions, Slogans, accidents.
6. Most of the seasonal workers are not conscious enough regarding the small savings and it's importance in their family life.

3. THE LOCALE OF THE STUDY

Osmanabad district was selected for the present study. Osmanabad district is border district of Maharashtra, Karnataka and Andra Pradesh. It lies between $17^{\circ}35'$ to $18^{\circ}40'$ longitudes and $75^{\circ}16'$ to $76^{\circ}40'$ latitude.¹

4. THE RESEARCH DESIGN OF THE STUDY : SAMPLING

Sampling involved first of all the selection

of the place, secondly, selection of the sugar industry from the selected place and thirdly selection of the seasonal workers from the selected sugar industries located in the Osmanabad district.

4.1 SELECTION OF OSMANABAD DISTRICT

Osmanabad district was selected for the present study. The purpose of selecting Osmanabad was :-

1. Osmanabad is the backward district in Maharashtra State.
2. It is the border district of Maharashtra, Karnataka and Andhra Pradesh.
3. The Sugar factories in Osmanabad district are not developed compared to the sugar industries in other districts in Maharashtra State.
4. The researcher hails from Osmanabad district and well acquainted with the problems of workers in Sugar Industry.
5. The researcher is interested to know the condition -- of seasonal workers of sugar industry of backward area of Osmanabad district.
6. The researcher is interested to know the present position of workers and future plan of these industry with an intention to provide counselling services and social services for the seasonal workers.

4.2 SELECTION OF INDUSTRY

There are only two co-operative sugar factories in Osmanabad district. They are :-

1. Terna Shetkari Sahakari Sakher Karkhana Ltd.,
Ternanagar, Tal. Osmanabad.
2. Tuljabhavani Shetkari Sahakari Sakher Karkhana
Ltd., Naldurg, Taluka - Tuljapur.

Both the factories were selected for the present study.

4.3 THE SELECTION OF SEASONAL WORKERS

The next step is the sampling of seasonal workers from these two sugar industries in Osmanabad district. It involved the preparation of sampling frame of all the seasonal workers of these sugar factories in Osmanabad. This sampling frame of all the seasonal workers was prepared on the basis of muster rolls available in the factories. The sampling frame was prepared separately i.e. Terna Shetkari Sahakari Sakher Karkhana and Tuljabhavani Shetkari Sahakari Sakher Karkhana. All the departments where seasonal workers are employed were taken into consideration while preparing the sampling frame and it was prepared accordingly and stratified sampling method was followed for sampling out of the respondents.

The sampling frame consisted of 816 seasonal workers from these two sugar factories in Osmanabad district. Further, the respondents were sampled out

with the help of simple random sampling technique from each strata from the prepared sampling frame. 10% sample was thought large enough to be manageable and feasible on readily available resources and small enough to be productive of statistically valid results. Every 10th seasonal worker was sampled out starting from 10th workers from the sampling frame. i.e. 10th, 20th, 30th, 40th, etc. However in some of the departments there was no scope to sample out the respondents because the number of seasonal workers did not exceed 5, taking this practical difficulty into account one worker from each of the department was sampled out for the purpose.

5. THE METHOD OF DATA COLLECTION

The following methods were used for data collection.

5.1 INTERVIEW METHOD

It was thought that the interview method is the most fruitful and reasonable from amongst all the tools of data collections that are used in social work research. Hence Interview Schedule was prepared keeping in view the general objectives of the study and the specific hypothesis outlined earlier. The interview schedule was divided into 14 parts, and each and every part was carefully designed and properly worded.

5.2 OBSERVATION METHOD

The observation method was also used for this research to know and understand the life of seasonal workers.

5.3 DISCUSSION METHOD

The discussion method was also used for this study to collect additional informations from the authorities, friends, co-workers and leaders.

6. PILOT STUDY

The researcher conducted the interviews of few sampled respondents with the help of interview schedules just to know whether the questions set in the schedules are properly worked quite clear, and understandable to the respondents.

On the basis of the interviews some questions were reformulated, some others were replaced and still others were deleted in order to seek the desired and expected responses from the sampled respondents. The restructured interview schedule was shown to the research guide for his approval. Research guide checked those filled in schedules carefully and offered his valuable suggestions. In the light of his suggestions the schedule was again restructured and shown to the guide. He approved it and allowed to get it cyclostyled finally and agreed to contact the respondents accordingly to conduct the interviews of the sampled seasonal workers (respondents).

7. INTERVIEWING THE RESPONDENTS

Interviews of the selected respondents were conducted in the office of their respective factories

in privacy. For many a time the respondents had refused to give interviews without oral permission of their head of the departments and some respondents had refused to give interviews in the working place. Such interviews were conducted outside the factory premises.

Some of the selected respondents were absent from their duties due to casual leave or change of shifts. But the researcher waited for them, till they joined their duties and then interviewed them for the purpose. Some respondents i.e. slip boys used to work outside the factory premises, but the researcher went to the field where they work and interviewed them.

The researcher took enough care to establish rapport with the respondents before interviewing them and then the relevant questions were asked in their own mother tongue i.e. Marathi & Hindi. The average period spent on an interview of each individual respondents was approximately one hour.

In this way entire field work of this research was completed in the month of November, 1989.

8. ANALYSIS OF DATA

The filled in schedules were checked carefully and all the entries were edited properly. Then the

code book was prepared. The code book and filled in interview schedules were given to Walchand College of Science, Solapur for further computer analysis along with the tabulation plan of the dissertation.

The raw tables were prepared on computer and selected few tables on the basis of raw tables, fair tables were prepared and interpreted.. The findings and conclusions were drawn and practical suggestions were recorded on the basis of conclusions and scientific observation.

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2. Bajpai S.R., "Methods of Social Survey & Research", Kitab Ghar, Kanpur, 1984,