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**CHAPTER THREE**  
**RESEARCH DESIGN**

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#### 3.1 INTRODUCTION:

In a developing country like India, the role of its engineering units is very important, because the development of a country is measured in terms of its industrial development and the technologies that are used in the engineering units for the production of goods. The survival and growth of the engineering units, in turn, depends upon the efficient administration and management. Administration involves formation of policies and management includes implementation of those policies.

Organization is one of the most important function of the management process. The managers and the supervisors play an important role in organizing and running the units. Organizing is also related to determining the activities needed to fulfil the objectives, grouping these activities in manageable units or departments and assigning such groups of activities to managers. The manager is thus responsible for getting these activities accomplished through the people in the organization.

The study of organization in engineering units is necessary to see the working conditions, work groups and supervision in the engineering units.

### **3.2 OBJECTIVES OF THE STUDY:**

The present study is taken up to probe into the following objectives:

1. To study the physical conditions at work place in the organization;
2. To study the orientation and job security in engineering units;
3. To study the pressure upon employees for better performance;
4. To study the work groups and group dynamics in the organization;
5. To study the training needs in engineering units;
6. To examine the employees' job satisfaction with the nature of work;
7. To study the responsibility of employees regarding decision, planning and organising their jobs;
8. To study the interest and personal satisfaction of employees from the job;
9. To study the communication pattern between supervisors and employees;
10. To study the job competence of supervisors;
11. To study the supervisor and employees relationship.

### **3.3 METHODOLOGY ADOPTED:**

In order to accomplish the above objectives, it was necessary to collect the required data from various sources.

The required data is collected through:

1. Observation;
2. Survey;
3. Discussion and interviews.

**1. Observation:**

To study the organizational climate, the (observation) method is adopted. The observation of engineering units is done regarding working conditions in the factory or workplace such as adequate space to employees to do the work effectively, safety precautions taken to protect the life of employees from hazards; and environmental factors such as sufficient light to do the job and good weather for the health of employees. And non-job related facilities provided by organization to employees such as parking lots and restrooms and other facilities.

**2. Survey:**

A detailed and comprehensive questionnaire was prepared and a pilot study was made to test the questionnaire. With the help of represented questionnaire necessary information was collected by administering the same (Questionnaire is given in Appendix).

**3. Discussion and Interviews:**

The information pertaining to the existing study of engineering units' organization was elicited through informal discussions as well as structured interviews. The discussions and interviews were conducted with the owners, managers, supervisors and the employees of the units under study; and

the necessary information regarding the work groups and group dynamics, training needs, job performance, employees' satisfaction with the nature of work, etc. have been cross-examined by going in for informal and formal discussions with the employees and the managers.

### 3.4 SAMPLE SIZE:

Basically, the data was collected from a sample of 50 engineering units from the MIDC Industrial Estate, Shirol, and Shivaji Udyamnagar, Kolhapur, by personally visiting the organizations and administering the questionnaire as well as by adopting observation technique.

Convenience sampling technique was adopted with the objective of picking up the first 50 units and random basis was used to elicit the required information.

### 3.5 OUTLINE OF THE STUDY:

The present study has been divided in the following Chapters:

The **First Chapter** deals with the conceptual framework where all the theoretical concepts relating to the study have been taken care of.

The **Second Chapter** spells out the detailed profile of Kolhapur city, the engineering industry scene in India as well as the set-up of the engineering units in Kolhapur city.

The **Third Chapter** highlights the detailed objectives of the study undertaken, the methodology adopted, the sample design and the Chapter Scheme.

In the **Fourth Chapter**, the collected data has been presented in simple tabulator and percentile form and the same has been analysed and interpreted.

In the last Chapter, that is, the **Fifth Chapter**, conclusions have been drawn and the suggestions made.

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