CHAPTER-3

RESEARCH METHODOLOGY
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Research methodology is a way to systematically solve the problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that all generally adopted by a researcher in studying his research problem along with the logic behind them. The scope of research methodology is wider than that of research method.

UNIVERSE OF THE STUDY:

Universe of study is the employees of Ballarpur Industries Limited Yamunanagar.

DATA COLLECTION:

Here in this study both types of data i.e. Primary as well as Secondary data have been used.

The primary data has been collected with the help of questionnaire, personal interviews and direct communication with the respondents.

The secondary data has been collected from the reports, manuals and other information provided by the personnel department of the organization under study in addition to the books, magazines, journals etc.

Personal observation has been obtained by visiting the work place of employees and through observation.

RESEARCH OBJECTIVES:

- To study the conceptual and theoretical framework of organization change.
- To find out what type of organizational changes have taken place in B.I.L.T.
• To study the response of employees on change.
• To study the impact of organizational change in terms of productivity and profitability.
• To analyze and suggest the impact of change on employee’s performance.

SAMPLE SELECTION:
Sample selection is a process of gathering useful information about a population for obtaining the desired results by mere examining a part of it.

❖ **Sampling Unit:** It defines the target population i.e. it answers who is to be surveyed. In this study, the sampling unit is employees of **Ballarpur Industry, Yamuna Nagar**

❖ **Sample Size:** It indicates the number of people to be surveyed which consists of 100 respondents.

10 Top level
20 Middle level
70 Operative level

❖ **Sampling Design:** This refers to the procedure by which the respondents are chosen. In this case **convenience sampling** has used. Convenience sampling is obtained by selecting ‘convenient’ population units. The method of convenience sampling is also called the **chunk**. A chunk refers to that fraction of population being investigated which is selected neither by probability nor by judgement but by convenience.
TOOLS AND TECHNIQUES:
On the basis of the data so collected from the various sources, the tabulation, analysis and interpretation have been made to make the study more meaningful. All relevant mathematical and statistical have been used to complete the purpose of study. The use of index, tables, charts, graphs and diagrams etc. have also been made whenever it is needed and necessary for clarity of thoughts, easy understanding and to make the presentation of research more simulative.

SIGNIFICANCE OF THE STUDY:
Organizational change has become essential of the very nature of the industrial system. The approach to this problem or movement differs from country to country according to the degree of development in a particular country. However the need for employee in some way or the other is realized all over the world because of the socio-economic condition and problems which the industrial society has thrown up. Employee work is increasing with changing opportunities and needs to meet varying situations. It is also increasing with the growing knowledge and experience of techniques. and includes in his welfare programme the activities that would be conducive to the well-being of the employee and his family.