Chapter - 3
Research Design and Methodology

Research in common parlance refers to a search for knowledge. One can also define research as the scientific and systematic search for pertinent information on a specific topic. In fact research is an art of scientific investment. Research Methodology is the systematic way to solve the research problems. It may be understood as a science of studying how research is done scientifically. In it researcher study the various steps that are adopted by him to study the research problems along with the logic. It is necessary for the researcher to know not only the research methods & techniques but also the methodology. Research methodology contains various steps viz. objectives of the study, , sampling procedure and design, methods of data collection, scope of the study, sampling method, significance of the study, limitations of the study as explained in the subsequent paragraphs.

3.1 Objective

The basic objective in the present study is to investigate and ensure the effectiveness of certain issues of Human Resource practices within Professional Institutions in Northern Haryana with special reference to Private and Public Professional Institutions. However, the specific objectives of the present study are also as follows: -
1. To discuss the conceptual and theoretical concerns of HR.

2. To investigate how Professional Institutions are conducting HR practices.

3. To examine the organizational system to deal with HR in the Professional Institutions.

4. To assess the HR climate of Private and Public Professional Institutions situated in northern Haryana.

5. To identify the problems and make suggestions which aim at increasing the effectiveness of the above issues of HR in Education sector.

3.2 HYPOTHESIS

Hence, on the basis of this literature, we developed the following hypotheses:

H1: Human Resource practices are positively associated with organizational commitment of Professional teachers

H2: Human Resource practices are positively associated with organizational citizenship behavior of Professional teachers

3.3 RESEARCH DESIGN:

The methodology is based on extensive experience in qualitative & quantitative interview methods with both students and lectures. This solicits and
examines management attitudes toward employee welfare levels and offers insight into their ethical and perspectives.

It is also necessary to mention here that the study is explanatory cum descriptive in nature.

- The sample is to be surveyed so as to get the reliable result.
- Methods to be used for collecting required information.
- Interpretation of data to get the required result through an analysis.
- The study would be on various techniques

Percentage Analysis: The number of Responses of each category will summarize to percentage format for the convenience to use other statistical tools namely pie charts and bar diagrams.

### 3.4 DATA COLLECTION METHOD

Researcher has opted two sources for the collection of data. (i) Primary and (ii) Secondary. The primary data has been collected from self-administered questionnaire and interview methods. The respondents were contacted personally at their workplaces. A quantitative survey has been chosen for the research because it is a simple and cost effective means of gathering a large amount of information within a short timeframe.

In the project survey researcher has confined only to structured questionnaire. In a structured questionnaire, questions are definite, concrete and preordained with additional questions limited to those, which are necessary to clarify incomplete or inadequate answers for eliciting a more detailed response. In the structured
questionnaire, the questions are presented with exactly the same wording and in the same order to all respondents. It includes different items and scale. On the other hand secondary data has been collected from various books, business journals, magazines, newspapers, periodicals, internet and government publications.

3.5 SCOPE OF THE STUDY:

The study is covering the professional educational institutions from Northern Haryana.

3.6 SAMPLING METHOD AND SIZE

A convenient sampling method has been used for this study and the sample size is 200 (faculty members, administrator and other staff) from private and public professional Institutions has been selected.

3.7 SIGNIFICANCE OF THE STUDY

This study is significant for sharper and properly directed study, it is essential to limit the scope and control certain variables. The scope of present study is confined to critically examine the issues of Human Resource practices within Professional Institutions in Northern Haryana with special reference to Private and Public Professional Institutions. This study is significant for several reasons. First,

This study confirmed that factors such as internal communication, organizational structure, political climate, professional development opportunities, promotional opportunities, and regard for personal concerns had a significant impact on the performance of the faculties in the Professional colleges because
they are affected with many variables such as organizational policies, personnel policies particularly rewards and promotions, leadership style etc.

3.9 LIMITATIONS:

Pros and Cons are always two sides of the study. This study is also suffering from certain limitations.

1. Time constraint was there for the researcher to complete this study.
2. The respondent's biasness for the filling up of questionnaire cannot be over ruled
3. The scope of research is limited only to North Haryana. Thus further study can be taken at national level also