Chapter – III  

Research Design and Methodology

Introduction

This chapter is focus on research methodology which used by the researcher for find out result of the research. Chapter starts with meaning of research methodology objectives of study etc. The important part of the chapter is data collection & classification section. Appropriate methods and adoption of scientific techniques has used by the researcher. This has an important bearing on the collection of reliable and accurate information through questions. The collection of opinions of labour and executive constituted the survey method in the study. This chapter briefly discusses type of data, sampling, area of study, and tools to be used for data collection.

3.1 Meaning of Research

Research refers to search for knowledge. It is really a method of critical thinking. It comprises defining problems, formulating by hypothesis or suggested solutions, collecting organizing and evaluating data conclusion to determine whether they fit the formulated hypothesis. Thus, the term ‘research’ refers to a critical, careful and exhaustive investigation or inquiry or experimentation or examination having as its aim the revision of accepted conclusion, in the light of newly discovered facts.

According to John W. Best. “Research may be defined as the systematic and objective analysis and recording of controlled observations that may lead to the developments of generalizations, principles, or theories, resulting in prediction and possibly ultimate control of events.”

According to Abraham Kaplan, “Research methodology is the description, explanation
and justification of various methods of conclusion research.”

According to Rickman H.P., Methodology is defined as “The study of methods by which we gain knowledge – it deals with the cognitive processes imposed on research by the problems arising from the nature of its subject – matter.”

3.2 Objectives of the Research Studies

With reference to the proposed research work “Role of labour union in promoting and protecting of labour welfare in manufacturing sector of M.P Region”. The researcher will have to focus over the following objectives.

The main objectives of the research are,

1. To study the present position of labors in manufacturing sector of Madhya Pradesh Region

2. To find out effect of labour unions in welfare of labour in Madhya Pradesh region

3. To study role of labour unions in economic protection of labors

4. To find out role of labour unions in labour education

5. To study the present position of labour unions in manufacturing sector of Madhya Pradesh region

6. To point out the positive and negative role of labour union

7. To find out the role of labour union in settlement of industrial dispute

8. To open new way for further research
3.3 Conceptual Framework

Figure No. 3.1. Conceptual Framework

- Cooperation Activities
- Protection Activities
- Dispute Settlement Activities
- Labour Awareness Activities
- Labour Education Activities
- Coordination Activities
- Leader Education Activities
- Peaceful Activities

Labour Union Activities

Labour Welfare
3.4 Hypotheses of the Research Study

H1 There is positive impact of cooperation activities of labour union on labour welfare.

H2 There is positive impact of protection activities of labour union on labour welfare.

H3 There is positive impact of dispute settlement activities of labour union on labour welfare.

H4 There is positive impact of labour awareness activities of labour union on labour welfare.

H5 There is positive impact of labour education activities of labour union on labour welfare.

H6 There is positive impact of coordination activities of labour union on labour welfare.

H7 There is positive impact of educate leader of labour union on labour welfare.

H8 There is positive impact of peaceful activities of labour union on labour welfare.

3.5 Methodology

The study was exploratory in nature. The data was collected through survey method.

Sampling Design:

Population
The population for the study included respondents from Malanpur (Bhind) and Bamore (Morena).

**Sampling Frame**

All the Employees (Labour/Administrative Staff) of manufacturing sector of Madhya Pradesh were sampling frame.

**Sampling Technique**

Non-Probability, purposive and convenient sampling technique was used to identify the respondents of the study.

**Sampling Elements**

Individual respondent was sampling element of the study.

**Sample Size**

Sample size was 400 respondents of Malanpur and Banmore industrial areas. Respondent has been classified 350 and 50 respectively labour and administrative bodies. Researcher collected data by workers and administrative body. Researcher put up deferent question before labors and administrative body. The researcher himself collected the data.

**Table No. 3.1**

<table>
<thead>
<tr>
<th>S.no</th>
<th>Name of company</th>
<th>Sample size</th>
<th>Administrative</th>
<th>Labour</th>
</tr>
</thead>
<tbody>
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<td>1</td>
<td>J.B. Mangaram</td>
<td>58</td>
<td>8</td>
<td>50</td>
</tr>
<tr>
<td>2</td>
<td>Rail spring sintholi</td>
<td>58</td>
<td>8</td>
<td>50</td>
</tr>
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<td>3</td>
<td>J.K. Tyre</td>
<td>58</td>
<td>8</td>
<td>50</td>
</tr>
<tr>
<td>4</td>
<td>SRF. Ltd,Malanpur</td>
<td>56</td>
<td>6</td>
<td>50</td>
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<tr>
<td>5</td>
<td>Godrej Soaps Ltd.</td>
<td>75</td>
<td>10</td>
<td>65</td>
</tr>
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</table>
3.6 Tools and Techniques Used for Data Collection

Researcher himself designed questionnaire to measures the role of labour unions in protecting and promoting of labour welfare in manufacturing sector in M.P. region. The data was collected on the scale of 1-5 Likert’s scale, Ranking Scale, and choice type (Y/N).

The researcher prepared self-planning for collecting data. Researcher had already worked on a related research paper “Role of Conciliation Machinery to Settlement Industrial Dispute”. Researcher has to face some problem during data collection. These problems are:

Lack of Trust or Fear: Respondent doubted and did not want to share his view with researcher.

Time Problem: Respondent tired after finish work so they did not gave researcher sufficient time and interest for filling questionnaire.

Illiteracy Problem: Labors respondent usually literate less so they unable to understand meaning and purpose of questions Researcher used some planning for collecting data by the respondent.

Selecting Place; Researcher always selected the factory door, labors residence and personal meeting with administrative for data collection.

Confidential Name: Researcher secreted name of respondent with his/her permission.

Selecting Period: Researcher always selected period after finish work time of respondents for data collection.
Secondary Data

The researcher has collected secondary data from various sources as books, research articles, newspaper, government/corporation's reports, magazines, and different web sites and the Internet etc.

3.7 Tools Used for Data Analysis

- Reliability
- Normality
- Factor Analysis
- Regression analysis
- Mean and Frequency Analysis & Pie-charts

Software Uses for Statistical Analysis

Collected data was analyzed with the help of different statistical calculations using SPSS software. Statistical package for social science (SPSS) version 20.0 for windows seven was used for data analysis and hypotheses testing. Collected data was also analyzed with the help of various types of pie chart, graphs, bar charts etc, by using Microsoft Excel 2010, for windows seven.

3.8 Conclusion

According to researcher, this is most valuable and important chapter for research. Researcher told the entire thing about research in systematically. SPSS is popular software in social science research for easily analysis data. Although in this chapter has concluded that the researcher has used and adopted all tool and techniques in data collection and analysis for research. According to researcher it is not easy to collect data from labors and administrative but researcher had already worked in this field so research has developed new strategy for data collection. Collected data how to
analyze, this is also a big challenge but now these days SPSS software given immediate output with well designed tables formats and pie-chart, bar-charts etc. of all types of test and easily operate.