Research Methodology

**Data Collection Method:** - Data for the present study has been collected from both the sources i.e. Primary Data & Secondary Data.

**Primary Data:** - The main source of the Primary Data has been the questionnaire method, some personal interactions and interviews with the employees and personal observations of the scholar for gaining the data.

**Secondary Data:** - The Secondary Data was obtained from internal available sources of like magazines, documentary, books, records, reports, journals and internet etc.

**Interviews:** Individual interviews with the employees working at managerial positions as well as workers were conducted to capture the leadership and subordinate both thinking on the future plans and opportunities available for the organisation. Interviews with other levels Supervisors have been conducted in the groups / individual to collect information about the effectiveness of the existing organisational climate and culture in the organisation.

**Group Discussions and workshops:** In large Organisations, diagnostic workshops were conducted for a participative diagnosis and evaluation of various aspects of Human Resource Development. In some Institutes used LSIP (Large Scale Interactive Process).

**Observation:** The scholar also observed various aspects of the Organisations in order to evaluate the work place and work atmosphere and assess the extent to which a congenial and supportive climate and culture exists in the Organisation. Observations were mainly made with respect to physical facilities and living conditions, working conditions, meetings, discussions and other transactions, celebrations and other events related to Organisational life, work culture, work environment, training and other Human Resource Development related facilities including the classrooms, library, training center etc.

**Research Design:** Design has been a broad plan specifying the methods and techniques for collecting and analyzing the required information. In the this study a descriptive, explanatory and explorative design were followed which helped in unfolding the answers to the specific objectives of the study.
**Analysis of records and documents:** A scrutiny of the annual report, Training records, performance appraisal forms, employees’ records, files maintained by the HR department, in-house journals and periodicals has been carried out to assess various strengths and weakness of Human Resource Development.

**Questionnaires:** A number of questionnaires have been used to extract information about working conditions, work environment and the work culture were 250.

**Sample size:** The sample size was of 55 people from each organisation of the Plastic Industry located in Bhiwani Industrial Area and total questionnaire got filled up were around 250 covering Five organisations of the said industry.

**Data Analysis:** - The research design was a master plan specifying the statistical methods and procedures to find the conclusive results of collected data. Specific instruments was used mainly SPSS with its latest version and open office and some instruments were utilized with excel sheets as per the requirements of the study. If it was needed some traditional instruments were taken by the researcher for this study.