Chapter No.4.

RESEARCH METHODOLOGY

The process of research includes all the data collection, in terms of facts, opinions, views, guidelines and policies which are necessary to make decisions. The data is collected from various sources directly and indirectly is utilised for the purpose of research conclusions. It is necessary for the researcher to have clear idea about his research work. For this clarity the objectives of research must be clearly defined and explained.

a) Objectives of Research:

The following objectives were formulated for the purpose of study:

1. To examine the past and existing pattern of non-salary motivational incentives.

2. To find out the relationship between non-salary motivational incentives and its effects on industrial harmony and peace.

3. To anticipate the future trends of non-financial motivational incentives.

4. To find out whether in future the term ‘Non-Salary Incentives’ will remain or not?

5. To find out whether all the categories of workers deserve the non-salary motivational incentives?
b] Statement of Hypothesis is developed for testing:

The hypothesis is the statement that the researcher would like to test and comes to conclusion accordingly. The following are the assumptions that will be investigated:

1. Non-salary benefits have raised undue expectations of the workers.

2. Frustration and dissatisfaction on the part of employees in the era of VRS leads to industrial unrest.

3. Workers have started taking VRS in the right spirit.

d] Methodology used in Research:

For testing the above hypothesis case study approach has been used in these companies selected for the empirical study. To collect reliable, relevant and dependable information for the study three different categories of the structured questionnaires are prepared.

1. One is for the workers and;

2. the others are for the managers or officers and;

3. the representatives of the management and the union leaders.

After testing the questions for validity detailed interviews will be conducted in these companies.
e) Data Collection:
The researcher has visited a large number of industrial units in Mumbai metro and suburban area for the pilot study. He came to know that the VRS has deep rooted impact on Indian economy. The Indian working class people have their own priorities in life. They look at VRS as an opportunity to get money but on the other hand they have of losing the job.

Questionnaire method was used to take interviews of workers, trade union leaders and management staff. Interviews were conducted to study the impact of VRS in pre and post VRS era.

Besides the interviews published and websites as well as seminars and research papers published by various scholars in national and international seminars were taken into account. The entire process was tedious and time consuming.

The questionnaires were given to statistical experts for the analysis.

f) Limitations to the Study: The study has certain limitations. These limitations can be:

1. The impact of motivational incentives has its own limitations as motivation changes from person to person.
2. In the present days migratory nature of employees restrict the role of such incentives.

3. In future VRS will not have its role as the outsourcing and contractual work will become a common phenomena.