CHAPTER – V

RESEARCH METHODOLOGY

5.1 Objectives of the Study

➢ To study FWA’s impact on work schedules and contribution to achievement of Organizational goals
➢ To analyze the Flexibility available to employees to meet family needs and other personal obligations
➢ To gage the contribution of FWA on reducing employee commuting time, employee Burn out and stress levels
➢ To examine the perception among employees in exercising personal control over their work schedules
➢ To examine the perceived effectiveness of FWA in promoting employee work satisfaction and well being.

5.2. HYPOTHESIS

Overall job satisfaction could be possible by implementing flexi hours. The association size is stronger for flexi time and weaker for telework, part time work. Working could have stronger satisfaction than over all job satisfaction. If the arrangements are separately considered the FWA is not so effective than they have for combined arrangements. Previous researches revealed that there is moderate impact on telework than conflicts between work and family [T.D. Golden et, al., 2006]

The job satisfaction is more in women than men in regard to this flexi arrangement. This shows a gender gap. [Clark et, al., 1997; Dalton and Marcis et, al., 1987; A.Sousa-Poza and Sousa-Poza et, al., 2000] There exist paradoxical situations in regard to the gender gap. The self selection process includes more job satisfaction in women. [Asadullah and Fernandez et, al., 2008 Bender et, al., 2005].
Most of the women choose only those jobs which have flexibility in the workplace as they can meet family responsibilities; they in turn help them in work-life balance. The previous proofs are not fully conclusive regarding the gender gap. [Scandura and Lanka et., al., 1997] studied that flexibility is leading female employees for higher job satisfaction. [Bender et., al., 2005] There is a probability of increased job satisfaction for those who have family responsibilities.

5.3 LIMITATIONS

The term Flexibility is nothing but helping employees balancing their family and Work with a great ease. Few firms have already introduced culturally sensitive practices to help employees integrate work and family roles. A Significant thing is that the typical test of directly analyzing results across various companies with dissimilar languages and cultures. Limitations of this particular study need to be acknowledged.

One can’t predict that nature of those constructs coincides with other companies. The differences between firms and clusters must be read carefully. Secondly, economic and political reasons and cultural differences could not be ruled out. Uneven pattern in findings is one of the differences. The concept of monochromic versus polychromic could not be further explored. Further study is needed in examining other variables to understand FWA so that we can aggregate findings and develops a stronger theoretical rationale to elucidate cross-cultural differences in FWA and Work cultures. Actual frequency of FWA availability could not be captured.

The results of previous studies have shown, that the emphasis of using certain FWAs alleviates the relationship between FWA use and working outcomes [Gajendran & Harrison et., al., 2007]. Though, the objective of our study was to apprehend the adoption of these practices by IT/ITES Organizations and how its availability can transmit signals that direct to different consequences for employees’ experiences and employers. It is also substantial to execute longitudinal studies. Further, it is important to acquit whether telecommuting is optional. For example, if telecommuting is forcibly implemented in few countries to reduce costs of resources, then that leads to negative consequences, so our study totally focused in IT/IES sector companies located in Hyderabad India with respect to FWA.
A systematic manner of solving the research issues is Research Methodology. For the research project it is an action plan and the method of data collection and analysis are explained in details. Research methodology could be understood to be like a science to study the scientific manner in which a research is conducted. A broad variety of analysis could be covered by research methodology beginning from investigation and plain description to building up experiment that is sophisticated. The projects design basis is provided by its clear objectives. Since this study’s main objective is studying flexible work’s impact on the employee experiences and the organizational performance. It was decided to use descriptive research design include, surveys and fact-findings enquires of different kinds, which found out to be the most suitable design in order to carry out the project.

5.4 MEANING OF RESEARCH

The art to scientifically investigate is research. The dictionaries of advanced learners of current English lays down the research meaning to be, a cautious inquiry or investigation mainly by searching new facts in which ever division of knowledge. According to Mary and Red men, attempting to acquire knowledge systematically is research.

5.5 RESEARCH DESIGN

The design that studies objectives and organize is a Research design. It includes method of data collection, the various tools in data analysis and in hypothesis framing. This is an arrangement of condition for analysis and collection of data in a mannerism which aims the combination relevance for research purpose including economy in its procedure. The research design is mandatory only because it assists in simple functioning of various operations relating to project, therefore enhancing the efficiency of given project. It also acquires major part of information with fewer expenses of time and money, decreasing favoritism and raising trustworthiness of the collected data.

5.6 DATA COLLECTION

The data collection involves basis of both primary and secondary data. Employee’s Personal interviews are conducted by selection of particular employees belonging to ITES and IT companies, this is included in primary data. The human resource department of the particular organization helps in collection of secondary data.
5.7 SAMPLING PLAN

Sampling plan is to be decided about the sampling unit, sampling method, sampling size. Sampling unit, the survey is conducted from the IT and ITES Company Employees.

Sampling method

Random sampling method was used in this study for drawing the samples. Sampling size Sample studies were selected from the sampling unit. The estimated total sample size is 500 in Hyderabad City.

5.8 AREA OF THE STUDY

Primary data was collected from IT and ITES Companies in Hyderabad City.

5.9 STATISTICAL TOOLS

The statistical techniques in this research are as follows; Regression model through this model, the degree of impacts on organizational performance is measured to determine the effects of perceived benefits from being flexible, employee satisfaction pertaining to flexibility and the employee experience. The model also reflects about the quantum of influence by independent variables towards dependent variables. This is possible because more than one predictor variable was present there and remained instrumental in influencing on the dependent variable. Hence the Researcher has chosen to use the regression model

The methodology adopted for the study involved secondary data as well as primary data and the markings are done by previously formulated questions of research. The use of stratified random sampling method has been made by the researcher for the purpose of the research study. A total of 500 employees were divided into groups and samples collected randomly from 500 employees belonging to these groups, where 284 are respondents from the three departments that is, administration building, IT floor building and engineering and non engineering building have proportionate allocations were made while selecting the sample size. In order to collect the primary data the questionnaire had been properly designed. There was a proper set up and careful construction of the questionnaire. The data that was gathered for this study will be statistically analyzed towards opinion of employees regarding the working place environment and the manner in which their performance is influenced.