Chapter No. II

RESEARCH METHODOLOGY

Data Collection Method: - Data has been collected through both resources i.e. Primary and Secondary sources.

Primary Data: - The main source of the Primary Data has been collected as per details provide below:-

Questionnaire Method: Questionnaires have been got filled up by the employees of the companies of automobiles industries located in NCR. The data has been obtained through email and direct approach and the respondents have been divided in following categories:-

I. On the basis of Age: data has been collected separately from the people under different age groups such as (1) below 30 years (2) Between 31 – 40 years (3) Between 41 – 50 years (4) 51 years and above.

II. On the basis of size of organization in terms of manpower strength such as (1) 100 – 500, (2) 501 – 1000, (3) 1001 – 1500 (4) More than 1500.

III. On the basis of Organizational Status in terms of existence of (1) Trade Union (2) Works Committee (3) None of the both.

IV. On the basis of Work Experience/ Length of Service: The data has also been collected from employees by dividing them into categories according to their length of services/ work experience such as (1) 0-5 years (2) 6 – 10 years (3) 11 – 15 years (4) 16 – 20 years (5) 21 years and more.

V. On the basis of their Educational/ Professional/ Technical Qualifications i.e. (1) Under Graduate, (2) Graduate, (3) Post Graduate (4) Others including Technically Qualified people.
**Interview Method:** Individual interviews with the workmen will be conducted to capture their views, thinking or experiences about maintaining the industrial harmony and what their perception about the talent recognition is for maintain the industrial harmony etc.

**Group Discussions and workshops Method:** In large organizations, diagnostic workshops have been conducted for a participative diagnosis and evaluation of various aspects of maintaining the industrial harmony.

**Observation Method:** The scholar has visited the sites and collected data through his personal observation beside the questionnaires and interviews methods.

**Secondary Data:** The Secondary data has been obtained from available print records i.e. newspapers, magazines, documentary, books, published and unpublished work of researcher, internet etc.

**Research Design:** Design is a broad plan specifying the methods and techniques for collecting and analyzing the required information. In the present study a descriptive, explanatory and explorative design has been prepared.

**Sampling Method:** Sample size of respondents for collection of data has been kept 300 and for analysis minimum 250 respondents.

**Analysis of data:** Data has been collected through above mentioned methods from Automobile Companies located in Delhi NCR area and further analysis of the data has been done by applying the research tools such as Statistical Package for Social Sciences (SPSS) for feeding and computing of data and MS-Excel for tabulation and graphical presentations.