Research Methodology

The research is inferential diagnostic in nature based on a systematic collection, analysis, and interpretation of the data related to the HRM of the women Conductors of MSRTC in western Maharashtra.

Sample: This sample will be a representative of any large population. The sample size will be calculated using Taro’s formula. Western Maharashtra is comprising of five districts viz. Sangli, Satara, Solapur, Kolhapur and Pune. The sample is selected from the women conductors working with Maharashtra State Transport Corporation depots of these five districts. The sample is selected using the following parameters set by the researcher:

1. Personal Profile of conductors such as age, educational qualification, caste, financial position, family background etc.
2. Workload, environment at work, route, night shift etc. factors are considered.
3. Geographical location is also considered for sample selection.

Stratified Cluster Sampling Method is used for selection of sample.

Sampling frame is as shown below:

<table>
<thead>
<tr>
<th>Sr.No</th>
<th>Strata (District)</th>
<th>Clusters (Depots)</th>
<th>Sub Clusters</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Pune</td>
<td>12</td>
<td>Agewise, Health wise, Qualificationwise, castewise, financial position wise</td>
</tr>
<tr>
<td>No.</td>
<td>Cluster</td>
<td>City</td>
<td>Sample Size</td>
</tr>
<tr>
<td>-----</td>
<td>---------</td>
<td>------------</td>
<td>-------------</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>Sangli</td>
<td>9</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>Satara</td>
<td>11</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>Kolhapur</td>
<td>12</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>Solapur</td>
<td>9</td>
</tr>
</tbody>
</table>

From sub-clusters the sample will be chosen.
Data Collection:

Both primary and secondary data will be required for the study.

Primary data will be collected by using a structured questionnaire. The questions are both open and close ended. Close ended questions will be used to get specific answers and open ended questions to get in-depth knowledge and insight; as well as personal experiences and observations. Questionnaire will be designed for the women conductors.

Interview of the head of all the depots coming under Western Maharashtra will be conducted to get the organization’s view of HRM of women conductors.

Secondary data will be collected from MSRTC Website, some official’s records and documents and their reports.

Data Analysis: The data will be processed both qualitatively and quantitatively. Quantitative analysis will be done using statistical tools such as SPSS. Quantitative method is used to generalize and identify prevalence from the data provided by the respondents.

Limitations of the study:

Following are the limitations of the study.

1. Human resources management is very vast subject but the researcher has covered only important areas of human resources management.

2. This study is not concerned with the dietary aspects of women conductors.

3. This study is also no way concerned with facilities provided to the male counterparts.

4. The validity of the results depends on the authenticity of the responses given by the sample.
Chapter planning:

The present study is divided into nine chapters.

Chapter-I: Introduction of the study

This chapter will deal with the concept of human resources management, its importance and scope, and the application of the same at MSRTC. It will also contain the profile of MSRTC.

Chapter-II: Review of literature

This chapter will contain the review of literature which sets a basis and importance of the current study. It will help to realize the necessity to undertake the current study.

Chapter-III: Research Methodology

This chapter deals with objectives of the study, hypotheses of the study, universe and sampling plan, sources of data collection, methods of data collection and limitations of the study. Chapter scheme of the present study is also a part of this chapter.

Chapter-IV: HRM – Theoretical Background

This chapter will deal with the theory of HRM aspects which are being dealt with during the course of present study.

Chapter V: Organization Profile and implementation of HRM

This chapter will deal with the profile of MSRTC and how they are currently dealing with the HRM practices.

Chapter VI: Data Analysis and Interpretation

This chapter will contain the presentation of data collected through the primary sources and its interpretation. It will also contain the analysis of data using various statistical tests for proving or disproving the hypotheses.

Chapter-VI: Findings, Suggestions and Conclusion

This chapter will deal with the findings, suggestions and conclusion of the study undertaken.