METHODOLOGY

Research is a systematic and theoretical analysis with a view to increase knowledge on a subject. A research is undertaken to discover, verify and ascertain relationship between variables of a selected and identified scope of study.

4.1 Research Design

Research design is a systematic plan to study a problem/subject. The design of a study defines the study type (descriptive, correlational, semi-experimental, experimental, review, meta-analytic) and sub-type (e.g., descriptive-longitudinal case study), research question, hypotheses, independent and dependent variables, experimental design, and data collection methods and a statistical analysis plan.

Research will be conducted by collecting:

Primary data

It will be sourced through Pilot study using Questionnaires constituted by Closed ended questions. The Questionnaire will likely to be sent to following 11 Organisations:

a. Hindalco Ltd
b. Cummins Ltd
c. Kirloskar Ltd
d. Balasore Alloys Ltd
e. Man Industries Ltd
f. SumiMotherson Ltd
g. Ahlstrom Ltd
h. Phillips Carbon Black Ltd
i. GPT Steel Ltd
j. Genous Ltd
k. ShyamDRI Ltd
Secondary data

It will be sourced through review of Literature, Books, Articles etc and

The Data so collected will analysed using statistical methodology to measure and establish interlink between variables.

4.2 Sampling Framework :

Sample will be selected as follows :

a. 30 HR Headsof Manufacturing Industry will be contacted. 

b. 500 White Collared Tech & non Tech Employees of Manufacturing Industry will be contacted and 

c. 500 Blue Collared Tech & non Tech Employees of Manufacturing Industry will be contacted.

4.3 Data collection

The data will be collected using receiving answers to Questionnaire through Personal meeting, Electronicallyi.e Mail, Web based questionnaire and telephonically.

4.4 Structure of Questionnaire

Questionnaire of approx. 20-25 Questions will be constructed.

4.5 Pilot Study

Once Questionnaire is ready Pilot Study will be carried out for validation in terms of relevance of the hypothesis of objectives.

Questionnaire forms will be coded and numbered, thereafter code sheet will be prepared in SPSS 16 and data will be entered carefully.
4.6 Processing of Data

After Pilot Study questionnaire will be fine tuned. The questionnaire will be distributed to 1030 respondents. After receiving responses from respondents each form will be checked for filter the completed forms and reconnect the respondents for to receive response to incomplete forms over the phone call for saving time.

Forms furnishing irrelevant information and suffering inconsistency in information will be rejected but rejected forms should not be more than 10% of the samples.

4.7 Analysis of Data (Tool)

The data so collected will be analysed in SPSS version 16 using different statistical tools to establish relationship between variables and validity of hypothesis.

The data will analysed using:

SPSS version 16 for:

a. Mean
b. Mode
c. Median
d. Standard Deviation
e. Correlation

Cronbach’s Alpha for Reliability test:

Reliability test will be conducted for Likert type scale using Cronbach’s Alpha for internal consistency reliability.
Work Plan

Month 1-6 :

a. Review of Literature and study other material available on the well-being, engagement of employees and its relationships & impacts on organisation.

b. Submit Synopsis & Approval by DRC.

c. Develop Questionnaire, Identify Industries and establish contact with them for support.

Month 6-12 :

a. Data Collection

b. Data Analysis

d. Draw Inferences

Month 12-18

a. Draw Conclusions

b. Draw Suggestions & Recommendations

e. Write Summary of Thesis

Month 18-24 :

a. Submission of Thesis

b. Award of Degree