Research Methodology

Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It can be defined as the process used to collect information and data for the purpose of making business decisions. It consists of sets of procedures by which researchers go about their work of describing, explaining and predicting phenomena. It can also be defined as the study of methods by which knowledge is gained.

Research Design:

Methodological Strategy used in the present study is Survey method as it is one of the oldest form of research study commonly used as written in the Gospel according to St Luke that the Emperor Augustus, some 2000 years ago, issued a decree for a population census to be taken throughout the Roman world (Bill Taylor et. al. (2008), Research Methodology, Prentice Hall of India). It is mostly used to collect facts and information’s from a specified target population.

Instrumentation and Measurement Tools

In this research, the questionnaire will serve as the research tool to gather Information. Self-administered questionnaire would be used which cover questions related to Job Satisfaction Facets. Questionnaires consists of two sections, first section includes questions related to Demographic variables such as Age, Gender, Marital Status, Work Place, employment status etc and second section consists of questions related to Job Satisfaction Scale/Factors/Facets. The Questionnaires will be made in such a way that it can provide factual information necessary for present study. Open end Questions would also be used to collect opinions and suggestions from respondents so that it may expand our information boundaries and to gain focus and interests of respondents. The Validity of Questionnaire is checked through pilot test and Expert opinions and through respondents also.

The measuring tool used to evaluate Job satisfaction, is with the help of five point Likert’s Scale which consists of scores such as (5. Very Satisfied, 4. Satisfied, 3. Uncertain, 2. Dissatisfied, 1. Highly dissatisfied) also for finding validity of the selected Job satisfaction factors another five point Likert’s Scale would be used which consists of scores such as (5. Very much, 4. Much, 3. Average, 2. Little, 1. Very little). To achieve the descriptive objectives, the mean and standard deviation of the scores in each domain were calculated.

The levels of the Job Satisfaction are defined in the following table:
<table>
<thead>
<tr>
<th></th>
<th>Mean Score</th>
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<tr>
<td>High Job Satisfaction</td>
<td>&gt; 3.50</td>
</tr>
<tr>
<td>Intermediate Job Satisfaction</td>
<td>3.50 – 2.50</td>
</tr>
<tr>
<td>Low Job Satisfaction</td>
<td>&lt; 2.50</td>
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**JSS Questionnaires Facets:** JSS includes 8 major Facets such as Work itself, Professional Achievements, Work Environment, Leadership Traits, Staff Relationship, Company Policies, Social and Community Obligations, Communication and Commuting. Each Major Scale includes more specific factors which can be important to collect overall Job Satisfaction.

**JSS Questionnaires Language:** JSS is primarily made in English Language as it is our Constitutional and Educational Language. Then it is translated to Hindi and Marathi language since Hindi is respondents Mother Language and Marathi is State/regional language. The motive behind using Three Languages is to get more Authentic and Concrete Results because by doing so responded would be able to understand well the expression of the Questions and may find it easier and interesting to respond.

**Target Population:** The population of the study is all employed Civil Engineers from Mumbai Metropolitan Region. They can be further classified as Architects, Civil Executive Engineers, Structural Engineers, Government Civil Engineers and Civil Engineering Teachers.

**Sampling Method and Data Collection**

Survey design consists of Probability sampling method. Simple Random Sampling approach is adopted to select respondents to ensure that results were generalizable to the whole Population. Also, social networking sites will be used to reach out to the respondents for collecting primary data.

**Sample Size:** In the present study, Sample size of 400 respondents is selected. All the respondents are civil engineers working in Mumbai Metropolitan Region.

**Research Area:** Research area consists total area of more than 4350 km² which includes five districts of Maharashtra which comes under Mumbai Metropolitan Regions namely Mumbai city, Mumbai Suburban, Thane, Palghar & Raigad.

**Scope of the Study:**

After looking into trend of the studies done on concepts of job satisfaction it can be concluded that little or no such studies have been done on these topics in India under Mumbai environment related to Civil Engineers. In fact Studies done on job satisfaction are mostly centered towards the organizations like Academic Institutes and teaching
professionals but none or very few of the studies whether in India or abroad has been
done for Construction Industry or on Civil Engineers. Hence, this study entitled “A
Comparative Study of Job satisfaction among civil engineers of Maharashtra” is going
to pave ways into further research opportunities in the field and will serve as an
initiative to put forth on behalf of civil engineers. It will also serve as an eye opener to
conduct such research into other similar fields and into other parts of the country to see
and evaluate employee job satisfaction in relation to organizational climate by
concerned Authorities and Management in respective occupations. Therefore, apart
from theoretical proposition, the findings of this study are likely to have significant
practical value and it will serve the society.

Also after having so many studies on this topic it has been found that job satisfaction
is a very complex entity and cannot be measured so easily and does not remain constant
for a given factor. It has been found that it is next to impossible that a person would be
satisfied with his job depending upon various job satisfaction variables at a given point
of time because as it is well known that human expectations, needs and desires have no
limits, well said by prophet -Muhammad (s.a) that “if a person gets one forest full of
gold s/he may wish to get one more”. Also job satisfaction level for a given
determinants varies person to person depending upon one’s own priorities, expectations
and needs. Hence, this research will also provide guidance for civil engineers those who
are new comers and immature in this Industry to choose the domain or field in civil
engineering depending upon their priorities, expectation and needs.

It is also a characteristic of a human being that people get dissatisfied very soon
when they look towards others success and status as rightly stated by Havighurst, 1961
that the Judgment of Satisfaction also depends to some extent on comparison with other
people. Therefore this study will also prove to be a heart medicine/ healing soul for
those professionals who get disappointed while looking towards achievements and
professional growth of their fellow civil professionals by making them realize that they
may have achieved very little based on one factor but may have gained much more
depending upon some other needs.