

Research Design:-

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

The research design is the conceptual structure within which research is conducted. It comprises the blueprint of collection, measurement and analysis of data.

The design decisions happen to be in respect of:-

- i) what is the study about
- ii) why is this study done
- iii) where will this study be done
- iv) what type of data is needed
- v) where will be the data found
- vi) how much time will this study take
- vii) Techniques of data collection should be what
- viii) what will be the sample design
- ix) how will a researcher analyse the data
- x) In what manner the report will be prepared.

After defining the research problem or subject area the next step is preparation of design

AUGUST 2007							SEPTEMBER 2007						
W	T	F	S	S	M	T	W	T	F	S	S	M	T
31		1	2	3	4	5	31	30					1
27	5	6	7	8	9	10	27	28	29	30	1	2	3
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30	24	25	26	27	28	29	30	1	2	3	4	5	6

14.04.20 Research Methodology I -

Sem. IV - ~~Principles of Management~~
Meaning and Objective of Research

Roll - 30, 52, 9, 1, 18, 31, 4, 27, 07, 14, 06, 10, 42, 46, 2, 29, 42, 40
Topic - Meaning and Need for Management Principle

Sem. II - ~~Research Methodology~~

Roll - 29, 35, 65, 56, 24, 22, 55, 37, 13, 38, 26, 61, 43,
58, 52, 57, 12, 41, 03, 22, 41, 40, 19, 05, 14.

15.04.20

Sem. IV - Objective, Motivation in Research and
Types of Research

Roll: - 30, 52, 9, 01, 18, 36, 04, 27, 07, 14, 6,
10, 42, 46, 21, 29, 42, 40, 22, 35, 17.

Sem. II - Administration vs Management

Roll: - 12, 03, 38, 19, 42, 60, 14, 15, 62,
46, 7, 01, 32, 49, 48, 51, 05, 32,
20.

② To train and develop managers -
 The manager must learn the science of management. Therefore training of managers is very important to manage the organization efficiently.

③ To improve human behaviour -
 The behaviour of human beings is very complicated, principles of management influences human behaviour and it provides a variety of discretion. A manager can coordinate the efforts of his subordinates towards a common goal.

④ To improve research - Many research projects are done every year by the students of management to enrich the management science. Therefore developments like function of an organization.

⑤ To attain social objectives - If the management is efficient, the resources of the society are better utilized. Better food at lower price will be made available to the society. This will improve the quality of life of people, with proper understanding of management principles, the manager would use human and non-human resources in an efficient manner. They would have a revolutionary impact on the standard of living of the society.

2007		JANUARY							FEBRUARY						
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Research Methodology Paper 1

Definition of Research

Research can be defined as a process of finding out the truth which is hidden and which has not been discovered as yet. It is a systematic and systematic investigation. Some people use the word research as a synonym for the word 'work'.

Some authors define research as a systematic effort of gaining new knowledge.

Research is an academic activity as well as well as a technical sense. Research comprises defining and re-defining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

Research is an original contribution to the existing stock of knowledge making for its advancement. The search of knowledge through objective and systematic method of finding solution to a problem is research.

Objectives of Research

The purpose of research is to discover answers to questions through the application of scientific procedure. The main aim of research is to find out the truth which is hidden and which has not been discovered as yet. Research objectives ~~can~~ be classified into following broad groupings:

- 1) To gain familiarity with a phenomenon or to make new insights into it.
- 2) To portray accurately the characteristics of a particular individual, situation or a group.
- 3) To determine the frequency with which something occurs or with which it is associated with something else.
- 4) To test a hypothesis of a causal relationship.

Research Methodology Paper - 2Meaning of Research: —

Research can be defined as a scientific and systematic search for pertinent information on a specific topic. In fact, research is an art ~~form~~ of scientific investigation. Some people consider research as a movement from the known to unknown.

Economists define research as a systematic effort of gaining new knowledge.

Research is an academic activity as well as used in a technical sense. Research comprises defining and re-defining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

Research is an original contribution to the existing store of knowledge making for its advancement. The search of knowledge through objective and systematic method of finding solution to a problem is research.

Objectives of Research

The purpose of research is to discover answers to questions through the application of scientific procedures. The main aim of research is to find out the truths which is hidden and which has not been discovered as yet. Research objectives ~~must~~ ^{may} be ^{classified} into following broad groupings:

- a) To gain familiarity with a phenomenon or to achieve new insights into it.
- b) To portray accurately the characteristics of a particular individual, situation or a group.
- c) To determine the frequency with which something occurs or with which it is associated with something else.

Motivation in research: -

either one or more of

The possible motives for doing research may be the following: -

- a) Desire to get a research degree with its consequential benefits
- b) Desire to face the challenge in solving ~~with~~ the unsolved problems
- c) Desire to get intellectual joy of doing some creative work
- d) Desire to be of service to society
- e) Desire to get responsibility

Types of Research: -

a) Quantitative ~~and~~ ^{vs.} Qualitative. - Quantitative research is based on the measurement of quantity or amount however on the other hand qualitative research is based on qualitative phenomenon relating to the kind or quality. Qualitative research is specially important in the behavioural sciences.

b) Conceptual vs. Empirical - Conceptual research is that related to some abstract idea or theory, however on the other hand empirical research relies on experience or observation alone without thinking about the system or theory, it is also called experimental type of research. Conceptual is generally used by philosophers and thinkers to develop new concepts or to reinterpret

Suggestions for improving the effectiveness of MBO: —

(1) All personnel involved in the MBO system should be given formal training in understanding the basics as well as the contents of the programme. They should be well educated to ~~achieve~~^{how to} set the goals, the methods of goals achievement, methods of review, ^{and} evaluations of performance, and finally provisions to include any feedback that may be given.

(2) The goals must be continuously reviewed and modified as the changed conditions require.

(3) MBO should be an overall philosophy of management and the entire organization, rather than simply a performance based appraisal technique or a divisional process.

(4) The top managers and their subordinates should all consider themselves as players of the same team. Therefore it is important to secure top management support and commitment.

(5) MBO works best when goals are accepted. The goals should be set with the participation of the subordinates. They must be properly communicated, clearly understood and accepted by all.

Date → 16.04.22

Steps involved in MBO: — Given Techniques — Management Control Terms

These are six (6) main steps involved in the process of MBO: —

(1) Determining organisational goals →

The overall development of an organisation depends on the goals set. It is important to effectively manage set goals. Before setting goals, the manager should determine organisational goals. Preliminary goals are set by the top-level supervisors on the basis of in-depth analysis. Therefore, the managers should have a aim to create a potential handling different kinds of goals easily.

(2) Determining employees' objectives of the employees →

After the determination of the goals of an organisation, the next thing to do is to know the goals of an individual or employees' goals. It is the responsibility of a manager to ask the employees about what goals they can complete within a specific time period and what resources will they use to achieve the goal. If needed, then managers and employees can clarify the most important and least important goals to make it easy for themselves in achieving the goals.

(3) Constant Monitoring Program

There are certain things that can help managers to monitor performance and progress: —

Different Research Designs may be

under the following Categories —

① Research Design in case of exploratory research studies: →

Exploratory research studies are also termed as formulative research studies. In such studies the main focus is on the discovery of ideas and insights. 3 important methods in these studies are: —

a) survey of concerning literature

b) the experience survey

c) analysis of ideas and insights.

Purpose of these studies are to formulate a problem for more precise investigation or to develop a working hypothesis.

② Research Design in case of descriptive and diagnostic research studies: →

③ The main aim of a soil survey is to provide information about the soil in a particular area. This is done by taking samples of soil from different parts of the area and analysing them in the laboratory. The results of the analysis are then used to produce a soil map of the area. This map shows the different soil types in the area and their distribution. It is a very important tool for farmers and other people who are interested in the soil. It can help them to choose the best crops to grow in different parts of the area and to use fertilizers and other soil treatments in the most effective way. It can also help them to identify any soil problems and to take steps to solve them.

There are several reasons why soil surveys are important. One reason is that they help us to understand the soil better. We know that the soil is very important for growing crops and for many other things. But we don't always know what the soil is like in different places. A soil survey tells us about the different soil types in an area and how they are distributed. This information is very useful for farmers and other people who are interested in the soil. It can help them to choose the best crops to grow in different parts of the area and to use fertilizers and other soil treatments in the most effective way. It can also help them to identify any soil problems and to take steps to solve them.

OCTOBER							NOVEMBER						
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22	23	24	25	26	27	28	29	30	1	2	3	4	5
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③ Providing constructive feedback
Helps individuals know their work and develops their individuality. Therefore, the performance appraisal is not just a feedback, it is psychologically important to employees to complete their performance and individual goals. They can monitor, correct and extend their skills and mistakes.

The performance appraisal is the final step of the process of management objectives. It is a review of the employee's performance over a period of time. It is called as performance appraisal. It is a process of comparing the performance of an individual with the performance of others in the organization.

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d > Some other types of Research -

i > one time research

ii > Laboratory research

iii > Clinical research

iv > Historical research

v > Conclusion oriented research

- > Checking less-effective or ineffective programmes
- > Using Zero based budgeting
- > implementation of MBO concepts to measure plans and individuality.
- > Defining short and long term plans and objectives
- > installing efficient and effective controls
- > finally, composing completely sound structures of the organization with all things at appropriate places such as responsibilities, decision making and so on.

15.04.20 Sem. II Principles of Management

a Administration Vs. Management

1. Administration is concerned with objective, plan and policy formulation but Management is concerned with execution of work through and with the people.
2. Administration is a thinking process and related with decision making but Management is a doing function and related with the execution of decision.
3. Administration is concerned with Planning, Control, decision making of major policy but Managers are mainly concerned with decision and coordination of human resources.
4. Administration determines what and when to be done but Management decides who shall implement the administrative decision.
5. Administration has direct interaction with external environment of business but Management is mainly concerned with internal forces such as objectives, plans and policies.
6. Administration refers to higher levels of management but management is relevant at lower levels of management.
7. The term 'Administration' is often associated with Govt. sector, M'ns. and public sector but 'Management' is widely used in business and private sector.

Paper - I Semester II

Principle of Management

Concept - Nature, Function of Management, Management Arts vs. Science, Evolution of Management & Thoughts

A management principle is a statement or a general truth about organization or management.

Number of principles of management have been given to a mixture action and management thinking. These principles are guides to action for the benefit of the managers. They are not rules therefore are not rigid. They can be applied to the different kinds of organizations such as business, clubs, hospitals, educational institutions, They are designed

primarily to provide for better understanding of business circumstances and improving the organizational performance.

Need for Management principles

in the research project, which is particularly known as Research design.

October

2007

Consideration of the the following

SATURDAY 13

Features of good research design:

- i) Means of obtaining information
- ii) availability and skills of the researcher and his staff if any
- iii) the objective of problems which is to be studied.
- iv) nature
- v) the availability of time and money of the researcher work.

Features of good Research Design:

- i) flexible
- ii) appropriate
- iii) efficient
- iv) economical
- v) Minimum Bias
- vi) Maximum reliability
- vii) smallest experimental error.
- viii) Yield maximum information.

14 SUNDAY