CHAPTER 3

3. Methodology

This Chapter explains the overview of research methodology and provides comprehensive explanations of research processes. It comprises a review of research methodology and statement of research methodology utilities. It presents a discussion of the research methodology which focused on identifying the factors of employees' job satisfaction to Myanmar migrant workers who are working at Mahachai, Thailand.

Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of the knowledges. Methodology is essential in gathering relevant information thereby giving effective and reliable representation.

3.1 Types of Research Methodology

3.1.1 Qualitative

This sort of research strategies includes portraying in subtle elements particular circumstance utilizing research instruments like meetings, reviews, and observations. Qualitative research is essentially exploratory research. It is utilized to pick up a comprehension of basic reasons, sentiments, and inspirations. It gives bits of knowledge into the issue or creates thoughts or theories for potential quantitative research.

Qualitative Research is likewise used to reveal drifts in thought and suppositions, and plunge further into the issue. Qualitative information gathering strategies fluctuate utilizing unstructured or semi-organized methods. Some normal techniques incorporate concentration

gatherings (amass talks), singular meetings, and cooperation and perceptions. The example estimate is commonly little, and respondents are chosen to satisfy a given quantity.

3.1.2 Quantitative

This kind of research strategies requires quantifiable information including numerical and factual clarifications. Quantitative Research is utilized to evaluate the issue by method for producing numerical information or information that can be changed into useable insights. It is utilized to evaluate states of mind, feelings, practices, and other characterized variables– and sum up comes about because of a bigger specimen populace. Quantitative Research utilizes quantifiable information to define actualities and reveal designs in look into.

Quantitative data gathering techniques are considerably more organized than Qualitative data accumulation strategies. Quantitative data accumulation strategies incorporate different types of studies – online reviews, paper studies, portable overviews and stand studies, up close and personal meetings, phone interviews, longitudinal investigations, site interceptors, online surveys, and orderly perceptions. The methodology of this research is broken down into the following framework;

- Research design
- Data collection

3.2 Research Design

A research design will ordinarily incorporate how information is to be gathered, what instruments will be utilized, how the instruments will be utilized and the proposed implies for breaking down information gathered.

A research design is the report of the investigation. The outline of an examination characterizes the investigation sort (engaging, correlational, semi-test, trial, survey, meta-systematic) and sub-sort (e.g., spellbinding longitudinal contextual investigation), look into research questions, hypotheses, independent and dependent variables, exploratory outline, and if pertinent,

information accumulation strategies and a factual investigation design. Research design is the framework that has been made to look for answers to research questions.

Burns and Grove (2003:195) define a research design as "a blueprint for conducting a study with maximum control over factors that may interfere with the validity of the findings". Parahoo (1997:142) describes a research design as "a plan that describes how, when and where data are to be collected and analyses". Polit et al (2001:167) define a research design as "the researcher's overall for answering the research question or testing the research hypothesis".

This study focuses on the relationship between stability and security, job condition, and working-legality of employees' satisfaction of Myanmar migrant employees (MMW) in Mahachai and its area. The research approach for this exploration is "Descriptive Research", which is an examination intended to demonstrate the members in an exact way. All the more basically, enlightening examination is tied in with depicting individuals who participate in the investigation.

Descriptive research can be clarified as an announcement of issues as they are at give the analyst having no power over factor. In addition, "descriptive research might be portrayed as essentially the endeavor to decide, depict or distinguish what is, while expository research endeavors to build up why it is that way or how it became" (Ethridge, 2004, p.24).

Descriptive studies can contain the elements of both, qualitative and quantitative methods within a single research. In descriptive studies data collection is facilitated without changing the environments. An important distinctive trait of descriptive research compared to alternative types of studies relates to the fact that while descriptive research can employ a number of variables, only one variable is required to conduct a descriptive study.

3.2.1 Survey Method

The essence of survey method can be explained as "questioning individuals on a topic or topics and then describing their responses" (Jackson, 2011, p.17).

In business studies survey method of primary data collection is used in order to test concepts, reflect attitude of people, establish the level of employees' satisfaction, and conduct segmentation research and a set of other purposes.

3.3 Data Collection

Data collection is the process of gathering and measuring information on targeted variables in an established systematic fashion, which enables one to answer relevant questions and evaluate outcomes. The data collection component of research is common to all fields of study including physical and social sciences, humanities and business. The objective for all information accumulation is to catch quality proof that at that point means rich information examination and permits the working of a persuading and valid response to questions that have been postured.

The three kinds of data collection are as follow:

1) Surveys: Standardized paper-and - pen or telephone polls that make foreordained inquiries.

2) Interviews: Structured or unstructured one-on-one coordinated discussions with enter people or pioneers in a group.

3) Focus gatherings: Structured meetings with little gatherings of like people utilizing institutionalized inquiries, follow-up inquiries, and investigation of different points that emerge to better comprehend members.

3.4 Sampling Design

3.4.1 Population and Sample

A well-defined population and sample is an essential in the process of the sample design. Veal in 2005 has defined the term population as "the total of category of subject that is the focus of attention in particular research project". Population can be assumed that in such an inquiry when all the items are covered no elements of chance is left and obtained the highest accuracy. (Kumar, 2008). Sampling design is a subset of the population that is selected for the purpose of study. For

example, 100 samples out of 2000. An effective sample must represent the element of the population in the most precise manner (Babbie, 2010).

3.4.2 Sampling Technique

Sample design is a method by which the sample is selected from a population. Sample design can be classified into two categories: probability and nonprobability sampling design (Martin, 1996). Probability sampling enables researches to estimate the amount of error of the sample represented toward the population, while the nonprobability sampling lacks in such capability (Malhotra, 2002).

Probability sampling techniques are categories into four types of probability sampling technique. **Simple Random Sampling** uses unbiased device such as computer or an advance calculator to assign numbers according to the amount of the population, and then select each number at random to form a sample without creating any subsets. **Systematic sampling** requires finding sampling ratio by dividing the sample required for the population to create subsets of equal proportion, then select sample out from each subset based on the ration. **Stratified sampling** separates population into subsets according to the homogeneity among the unit within a particular subset and heterogeneity between different subsets. **Cluster Sampling** is the last techniques which subsets are determined by the proximity between units. (Saifuddin, 2009).

Nonprobability Sample: There are also four types of nonprobability Sample as follows. **Convenience or Haphazard sampling** chooses the sample were chosen in any convenient manner specified by the researcher. **Positive or Judgments sampling** chooses according to the researcher's background knowledge and experience regarding the population.

Quota sampling is the subtype of the Judgmental sampling (Martin, 1996) in which researchers has the knowledge about different types of sampling units present within the population and divide the sample according to the percentage of the amount of sampling unit within the population. The last is the **snowball sampling** in which researcher asks the respondent to recommend another member of the same population and possible location to find them.

3.4.3 Sample Size

Sample sizes are most significant to the study, as the smaller size can affect the result of individual research. However, the effect will be different, as it's depend on individual selection for the methodology methods. For instance, the qualitative research design and techniques to support the smaller range of sample size, a range of 6-10 sample size is recommended for these methodology methods. (Miles & Huberman,1994; Creswell, 2007).

An appropriate sample size for a qualitative study is one that adequately answers the research question. In practice, the number of required subjects usually becomes obvious as the study progresses, as new categories, themes or explanations stop emerging from the data i.e. data saturation. (Martin, 1996).

3.4.4 Data Analysis

Data analysis is another important factor to understand (Aaker et al., 1998). Firstly, the researcher can get information and insights by analyzing raw data. Secondly, it can help researcher to interpret and understand related analysis. Finally, Techniques of analysis data or handle of data are important and can result in constructively researcher's objectives. Ever studies conducted by the researcher are unique of its own kind and data are analysis as per individual researcher need or the studies conducted. However, all the data will be analysis will involve in editing the data and coding of the data. Which will be a combination of one or more data analysis will be techniques and will have to concern with presenting the results effectively.

Zikmund (2003) defined editing as the "process of making data ready for coding and transfer to data storage". Editing is aimed to ensure the data are completeness, consistency, and reliability. The role of the editing process is to identify omissions, ambiguities, and errors in the responses. It should be conducted in the field by the interviewer and field supervisor, as well as by the analyst, just prior to data analysis (Asker, 1997). Careful editing makes the coding job easier.

Coding is defined as the "process of identifying and classifying each answer with a numerical score or other character symbol" (Zikmund, 2003). After finishing data preparation, the data analysis firstly requires analyzing and measuring each question by using tabulation. Tabulation simple by counting the case and categorized the case into various categories. Aim at the data cleaning in identifying the omissions, ambiguity and errors made by respondent measured as an interval or ratio; they are transformed to nominally scaled variables for the purpose of cross-tabulation.

3.5 Statement of research method use

By applying the theoretical framework of "A conceptual model of the research literature orientation" as Myanmar migrant employees' satisfaction model has shown in the chapter one. This model is created to gain the results of satisfaction and their attitudes, opinions, expectations and understand about stability and security, job condition and working-legality for Myanmar migrant employees at Mahachai.

3.6. Method of Inquiry

One of the most important decisions a researcher must make is the way in which the data will be collected. Factors affecting the choice of method should be taken into account. Aaker et al (2001) mentions several factors affecting the choice of method: sampling type of population, question forms, question contest, response rate, cost available facilities and duration of data collection. In this study quantitative study is employed as the method is best suited for the research need.

The quantitative method to deal with larger sample space and which involved in counting, measuring and analysis of a causal relationship between variable, the process is the explain the phenomenon (Denzin& Lincoln, 2000; Holme & Sovang, 1996; Gillham ,2001). As the students need to analyze the relationship between the factor and approach is most appropriate to the study to gather the primary data, where it's collected by research questions and the survey are employed in

this study to via questionnaire to collect the data from Mahachai and its area about the attitudes of their job satisfaction and what are the factors of Myanmar migrant employees' satisfaction related to stability and security, job condition and working-legality dealing with factories, fishing, construction and other works.

3.7 Methodology

Questionnaire-Design

Survey are conducted to understand the right target and approach towards the research, questionnaires are used as the surveys for this research. Questionnaires are the Myanmar migrant employees from Mahachai and its area to gather primary data about their attitudes towards the all variables in this study.

Close-end questions are used in this field of study, which limited the respondents to answer the question in a specific way by selecting the closest option from the given alternative choices in the question (Zikmund, 2004). The researcher had divided the questionnaire into three parts and employed the 1-5-point Likerst. Zikmund (2004) defined the Likert scale as the respondents indicate their attitudes by checking how toughly they satisfy or dissatisfy with carefully constructed statement that range from very negative to very positive toward the attitudes object. Review of academic literature, text and research articles, and identified the variables that related to the study.

Draft questionnaire based on the review of literature, consulting with experts and personal observations.

Pre-test to ensure the respondents understand the questionnaire and as a test to check if it is interpreted as intended.

The questionnaires were designed in English and Burmese. In this research, the questionnaire will be divided into three parts: The Part one will help in exploring demographic and employees' job satisfaction variables; whereas the Part two will help in exploring the stability and security, job condition and working-legality and part three of overall satisfaction and how satisfying

of those factors are to effect Myanmar migrant employees' satisfaction towards factories, fishing, construction and other works at Mahachai.

Questions 1 to 5 are elementary on demographic and Myanmar migrant employee's satisfaction variables, including gender, age, income, marital status and education level. Questions 6 to 20 were related to stability and security, job condition, and working-legality of Myanmar migrant employees' satisfaction dealing with factories, fishing, construction and other works at Mahachai. Questions 21 to 23 were related to the most significance of overall job satisfaction of Myanmar migrant employees at Mahachai.

3.8 Sampling Population

According to the purpose of this study, the target population of this research is Myanmar migrant employees from Mahachai and its area. A survey design provides a quantitative or a numeric description of attitudes, opinions, or trends of a population by investigating a sample of the population. The objective of a survey is to employ quantitative questionnaires or interviews to gather data from a sample that has been chosen to demonstrate a population, which the findings of the data analysis may be, generalized (Creswell, 2003).
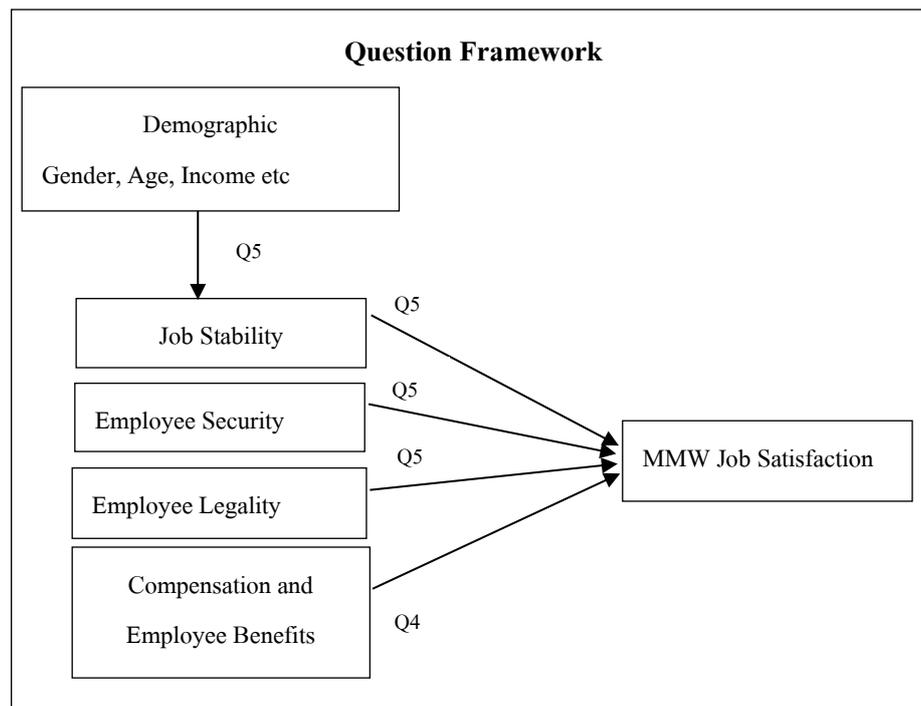
3.9 Research Questions

The research questions below are to be examined through study:

1. How the demographics characteristics of Myanmar migrant employee are relationship between job satisfactions at Mahachi.

2. How the job stability of Myanmar migrant employees are relationship between job satisfactions at Mahachai?

3. How the employee security of Myanmar migrant employees are influence of their job satisfaction at Mahachai?

4. How the employee legality of Myanmar migrant employees are effected to their job satisfaction at Mahachai?

5. How the compensation and benefits of Myanmar migrant employees are impact to their job satisfaction at Mahachai?

6. **Figure: 1.2 Question Framework**

Question Framework

Demographic
Gender, Age, Income etc

Q5

Job Stability

Q5

Employee Security

Q5

Q5

Employee Legality

MMW Job Satisfaction

Compensation and
Employee Benefits

Q4

3.10 Sampling Technique

To accomplish the research objectives and to answer the research questions, this study adopted the cluster sampling technique to select the sample. The population is larger and the cluster sampling technique is being most effective economical, time efficient, and feasible technique for the researcher.

This study, research focuses on 320 Myanmar migrant employees who work at Mahachai during on 1st October to 2nd November in 2017. The survey was conducted at factories, fishing, construction and other workers from Mahachai and its area during my survey study. The survey was administered with the help of my colleagues and the supervisors, activists and migrant workers' agencies at Mahachai.

3.11 Sample Size

The researcher used the Yamane (2009) formula to calculate the sample size for this study: n=N/ (1+N (e2) Where n represents the sample size, Population size is represented capital N and e2 Represent the level of precision ($\pm$ 5%, or at the 95 % confidence level). The sample size, calculates method for this research as follows: N = 320/ (1+320 (0.05²)), Therefore n = 177.78 So the researchers take 177 respondents as sample size for this study.

3.12 Coding Structure

Coding structure is useful in processing the data and analyzing the data and interpreted the data to generate an interpretation to analyze the data to research questions. Zikmund, (1997) defined "the process of identifying and classifying each answer with a numerical score or other symbol" and the coding sample are collected as follows; 1means Excellence, 2 Good, 3 means Fair,4 poor, and 5 No idea. Myanmar migrant employees from Mahachai and its area were asked to rate the level of agreements based on a five point of the Likert rating scale with providing the various statements regarding to the factors that employees' satisfaction such as stability and security, job condition and working-legality dealing with factories, fishing, construction and other works. The coding structures that will be used in the questionnaire of this research are as follows:

Targets' approach:

(1) Strongly satisfied, (2) Satisfied, (3) General, (4) Dissatisfied and (5) Strongly dissatisfied.

Stability and security, Job condition and working-legality (1) Strongly satisfied, (2) Satisfied, (3) General, (4) Dissatisfied and (5) Strongly dissatisfied

Overall satisfaction of Stability and security, Job condition and working-legality:

1 = yes, 2 = No.

Age structure (years): (1) Under 20, (2) 21-35, (3) 36-40, (4) 41-45, (5) over 45,

Gender: 1 = Male, and 2 = Female

Education: 1 =under graduated, 2=graduated, 3= post graduated

Income: 1= less than 9000 B, 2=9,000-12,000 B, 3=12,000-18,000 B, 4=upper 18,000

This study will employ the SPSS software, as the software benefits the researcher as it easy to use and appropriate in handling data (Gaur, 2006); therefore, the SPSS software will be employed in this study.

3.13 Primary and Secondary Data

Both primary and secondary data source were used to ask research questions. Questionnaires are Myanmar migrant employees from Mahachai and its area who work at factories, fishing, construction and other works to gather primary data about their job satisfactions towards the all variables in this study. Survey are conducted to understand the right target and approach towards the research, questionnaires are used as the survey surveys for this research.

The Secondary sources were used from newspapers, books, internet, related works and textbooks, academic articles and journals related to Myanmar migrant employees' satisfaction. Especially, this research use data from Myanmar migrant employees who work at factories, fishing, construction and other works at Mahachai.