

Impact of Covid-19 on the Construction Workers well-being

Expertsmind Sample

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Chapter 3: Methodology

3.1 Introduction

Research methodology is an essential part of any research paper. It helps to identify the appropriate methods that will help to derive useful output; and how the whole research will proceed systematically. Choosing the correct methodology makes the whole research work easier in terms of successfully achieving the desired aims and objectives. As a whole, the research methodology is a systematic framework that guides the overall research and involves collecting data and then analysing it. It consists of diverse strategies that can vary according to the research topic chosen. Research philosophy, research approach, research methods, research techniques, data collection, data analysis and data sampling are all included in the research methodology (Ragab and Arisha, 2018). For this research, a Qualitative Methodology will be used. This will improve the research's quality and minimize weakness. It is exploratory.

3.2 Conceptual Framework

The conceptual framework helps in highlighting what the research is expected to find. According to Kivunja (2018), it helps in defining the important variables of the research and the relationship between them. As this research is based on evaluating the well-being of the construction workers, it is important to understand how to keep them motivated and engaged.

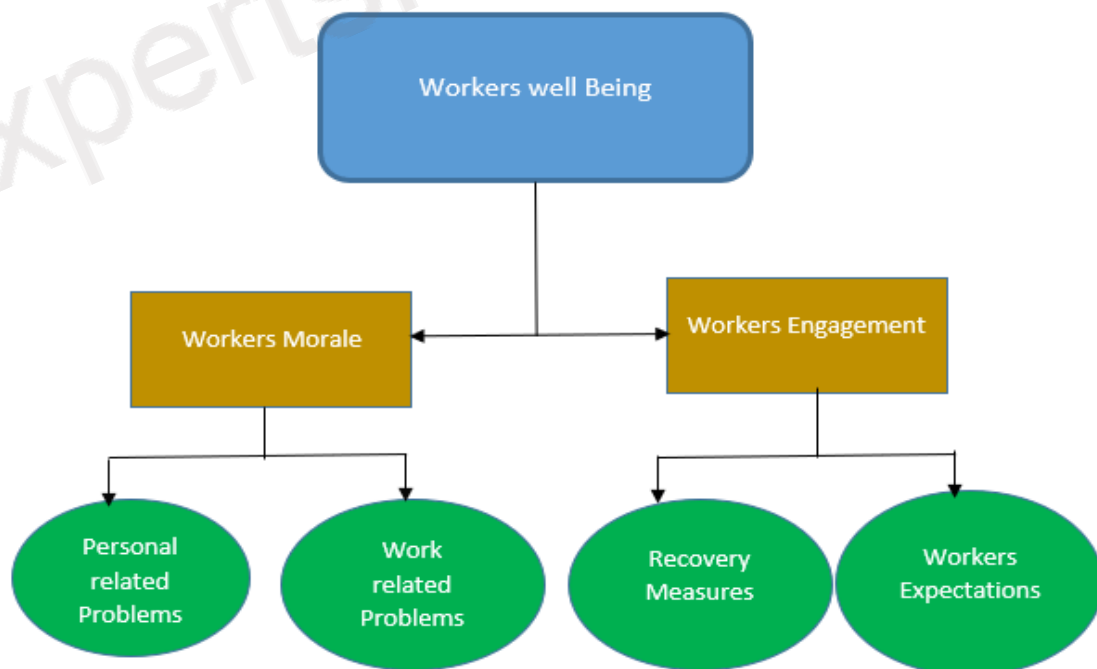


Figure 1: Conceptual Framework

The conceptual framework for this research is based on the idea that each worker has their own set of expectations from the company they work in. And their actions and behaviours drive the organisation. So, the organisation should create such an environment where the desired goals of both the workers and the organisation are fulfilled.

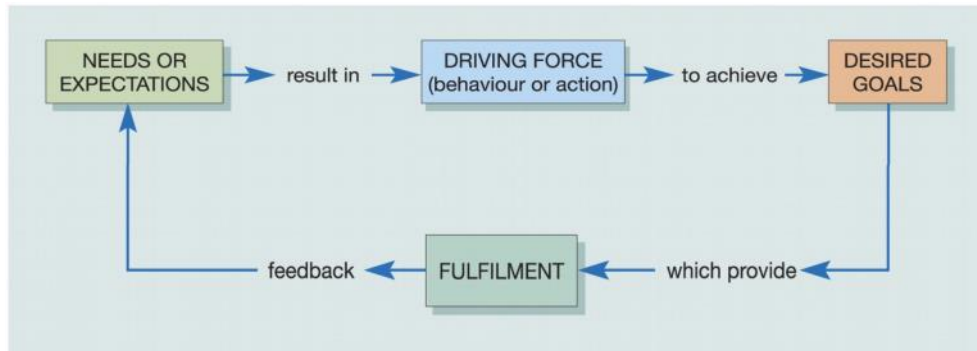


Figure 2: Relationship between needs or expectations and fulfilment

3.3 Research Methods

Research methods are the set of procedures that are helpful in data collection and data analysis. It is an integral part of the research process. Planning the research methods is based on two important aspects. Firstly, it depends on how the data is collected. Secondly, it depends on the type of data that is being used for the research as stated by Lê and Schmid (2022).

For this research, a brief outline of the selected methods is given. The following table will enumerate all the methodological approaches that have been chosen for this study:

Qualitative approach
Interpretivism Philosophy
Inductive Approach
Cross-sectional studies
Survey with open-ended questions for construction workers
Semi-structured interview for HR Manager and Union Representative
Population Size: 2 HR Manager, 1 Union Representative and 8 construction workers
Stratified Random Sampling
Thematic analysis

Table 1: Research Methods

3.4 Research Philosophy

Research philosophy refers to the thought process of the research and based on this more reliable knowledge can be derived. It influences the research both theoretically and practically. Research philosophy helps to justify the phenomenon that is being investigated for the research. For this research, the Interpretivism research philosophy has been chosen. According to Ryan (2018), this type of philosophy states the researcher to take part in a specific role while observing the social world as a whole. Interpretivism philosophy has been chosen because the study will make use of small samples to conduct detailed investigations to look at organizations from different perspectives. The study will also involve different groups of people to derive meaningful results.

3.5 Research Approach

The Research Approach helps in planning the research systematically. It is usually the plan or procedure that is followed for conducting the research. As a result, it involves several types of assumptions regarding the collection and analysis of data. Selecting an appropriate research approach adds essence to the research and makes it easy to understand. It determines the category and nature of the research. The inductive approach, deductive approach and abductive approach are the three types of the research approach. This study has made use of the Inductive approach. According to Walter and Ophir (2019), this kind of research first starts with some observations and then proceeds theoretically. Using the Inductive approach will help this study to transform the collected data into meaningful conclusive theory.

3.6 Data Collection

Data collection is a pivotal part of the research process. Data collection involves gathering relevant data that will help in conducting the research systematically as stated by Barrett and Twycross (2018). Cross-Sectional Studies will be used for this research as they will help to collect data within a specified time frame. This will also ensure proper observation of the variables without influencing them. Data will be collected in form of a Survey and Interview. Eight construction workers will be surveyed with open-end questions as these questions ensure an unconstrained response from the participants. On the other hand, semi-structured

interviews of two Human Resource Managers and one Union Representative will be conducted.

3.7 Data Analysis

Followed by data collection, another important part is data analysis. The collection of data will be rendered worthless in the absence of proper data analysis. This process helps in finding out relevant information from the collected data and then relating it with the scope of the research. According to Lester *et al.*, (2020), data analysis involves cleansing, inspecting, transforming the collected data in an informative way that will support the decision-making process of the study. There are different kinds of data analysis based on the topic of the research. Here, Thematic Analysis will be used which will enable proper organization and analysis of the data. Also, the data can be interpreted easily by this approach and determine all the participants' perspectives.

3.8 Data Sampling

Data sampling refers to the process of analysing the collected data systematically to identify trends and patterns in the large set of data that is being examined. It is cost-effective and efficient and helps to make the research process smooth and easy as stated by Johnson and Khoshgoftaar (2020). Here, a non-probabilistic approach of sampling, Stratified Random Sampling will be adopted. For this, small samples from important strata of the study will be created. Subgroups will be created and the researcher will decide whom to put in those categories and collect the data from each such subgroup.

The below table shows the population of the sample.

POSITION	DISCUSSION	TYPES OF INTERVIEWS	NUMBER
Human Resource (HR) Manager	Formal	Semi-Structured	2
Union Representative	Formal	Semi-Structured	1
Worker's	Informal	Unstructured and Free Flowing	Foreman:2 Supervisor:2 Mason:1 Mechanical Worker:1 Electrical Worker:1 Instrument Worker:1 Painter:1

			Plumber:1
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Table 2: Sample Population

3.9 Summary

The research has used the Qualitative Methodology approach and chosen the Interpretivism approach of philosophy. Doing so has improved the quality of the research. The inductive approach has been to give a theoretical perspective to the study. Data has been collected in form of surveys and interviews. Eight construction workers have been surveyed and two HR managers and one Union Representative have been interviewed. Thematic Data Analysis approach and Stratified Random Sampling have been adopted for analysis and sampling the data respectively.

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