METHODOLOGY

Research Design
It is descriptive because it describes about the Flexible Work Arrangements, Flexi works in IT & ITES sector. There are various types of research philosophy that relate to the way of knowledge in a particular field of study. This research will be focused on form on the term realism to meet the current research purpose. In order to meet the research objectives it is very essential to select the research methods, the research methods follows in this study are sampling design, data analysis, data presentation.

Research Area
The research area is in selected IT and ITES sector in Hyderabad region so that applied method in the study is the combination of quantitative and qualitative research. Through the help of secondary information, all the necessary data are collected pertaining to the flexible working hours and can answer the objectives of the study. The materials where in, the research can be done by review of the books, journals, previous researches, investigative reports, and other data that might cover the issue on the HRM and employment flexibility, including the impact of flexible work arrangements (part-time work, flexitime, telework) on HRM practices and employees’ work experiences. Here, the study can deliver the literature gaps and other important aspects or concerns which are essential in the construction of this topic. On the other hand, the use of survey and interview is advised to demonstrate the perception of two parties (employees and employers). Through the use of questionnaires, the participants who are the employees can freely answer the issue on this research topic. Meanwhile, the managers or business leaders are interviewed to determine their expectations and other concerns about this HRM and employment flexibility, including the impact of flexible work arrangements (part-time work, flexi time, telework) on HRM practices and employees’ work experiences.

Sample Size
The Total Sample Size would be 500 employees from 5 different IT and ITES companies in Hyderabad region.

Sources of Data
The methodology adopted for the study involved both primary data and secondary data and is marked by prior formulation of research questions. For the purpose of the synopsis used the stratified random sampling method. The total population of employees was divided into groups and samples collected randomly from various IT & ITES employees belonging to these groups, proportional allocation among three departments, viz., Engineering building, Administration
building and Shop floor building, were made while selecting the sample size. A well-designed questionnaire was used to collect primary data. The questionnaire was carefully constructed and properly setup. The data collected was subjected to statistical techniques for analysis of the workers opinion towards the workplace environment and its impact on performance.

**Analysis of data**

The data required for the research is collected by conducting a survey among the sample. For conducting a survey, structured questionnaire is prepared. The first part deals with the profile of the employee on various demographical attributes. Part B deals with the personal variables that influence the flexible work arrangement and well being. Part C deals with the psychological factors which influence the organizational prospective and employee experiences about flexi timings, adoption of policies for the employees. Tools and Techniques for Analysis are the analysis part of the present thesis is made by using the various statistical tests such as MS Excel, Chi-square Test, ANOVA.