Research Methodology:

Research is a systematic method of finding solutions to problems. It is essentially an investigation, a recording and an analysis of evidence for the purpose of gaining knowledge. According to Clifford Woody, "research comprises of defining and redefining problem, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, reaching conclusions, testing conclusions to determine whether they fit the formulated hypothesis."

Research Area:

Pune based selected Industry; it is the home area of the researcher. Since 1986, the researcher has been working in different manufacturing industries as a HR profession in the same area. As he has been involved in the same profession in different industry, he has realized that, level of employee motivation and satisfaction is very low in the number of industries. This resulted to growths of organization and employee development. Conflicts between employee and employer are increasing. These all practical experience encouraged the researcher to undertake the research project on Employee Motivation and Organization Development. As now Pune is manufacturing hub for various industries like two/four wheelers etc. Also many OEM’s, auto ancillaries, MNC’s setting their businesses around the Pune.

Research Design:

A research design is a plan for obtaining a sample from a given population. The research will be conducted in Pune base selected Industry, located in various geographical industrial areas around the 50 KM of Pune. The data will be collected around 450 + employees. Industry will be consider where employee strength is between 100 to 1000 and has turnover of industry between INR 50 crore to 500 crore. Multi method research design will be used as per the follow:

1. The first stage shall be structured personal interview’s it involves CEO, Directors, Senior Executives, HR Heads or
responsible HR person and other 2/3 representatives from different area of industry.

2. The second stage shall be survey questionnaire from the different operator employees and different sections, and skills.

**Sampling Method and Size:**

Simple Random sampling is used for this study.
The universe chooses for the research study is the employees of Selected Industry of Pune based. Total sample will be 450 and Operator employees in Pune Region. A sample of 15 industries was picked up based on "simple random sampling method". The second sample includes the employees of these 15 industries were picked up based on "simple random sampling method". Industries chosen from various sectors like Auto Ancillary, Electronic Manufacturing, OEM, FMCG, Construction Equipment Mfg etc.

**Methods of Data Collection:**

The data will collect through Primary and secondary sources. The data needed for the study will have been collect from the employees through questionnaires and through direct interviews. Analysis and interpretation will be done by using the statistical tools and data's will be presented throw the table and charts.

**Primary Sources**

Primary data are in the form of "raw material" to which statistical methods are applied. The primary sources are discussion with employees, data's will be collect through structured questionnaire.
Each and every question has wider scope for suggestion. The questionnaire is made in the English as well as local language (Marathi) too. The survey is conducted in an anonymous fashion, without the need for the employees to put their names. The filled up questionnaire was put by the employees into a drop box.

**Secondary Sources**

The secondary data mainly consists of data and information collected from records, company websites and also discussion with the management of the organization. Secondary data was also collected from HR Manuals, Quality Manuals, registers and forms by used by companies wherever allowed, available journals, magazines, Cite HR and books.

**Nature of Research:**

**A Study of Employee Motivation for Organization development in Selected Industry in Pune Region**

Descriptive research, also known as statistical research, describes data and characteristics about the population or phenomenon being studied. Descriptive research answers the questions who, what, where, when and how.

Although the data description is factual, accurate and systematic, the research cannot describe what caused a situation. Thus, descriptive research cannot be used to create a causal relationship, where one variable affects another. In other words, descriptive research can be said to have a low requirement for internal validity.
Questionnaire
A well-defined questionnaire that is used effectively can gather information on both overall performance of the test system as well as information on specific components of the system. The questions will be arranged in proper order, in accordance with the relevance.

Nature of Questions- 
The questionnaire consists of open ended, dichotomous, rating and ranking questions.

Presentation of Data
The data are presented through charts and tables, as a tools and techniques for analysis.

Scope of the study
The scope of the study is limited to the Pune based selected Industry only. The samples are collected from the industry of Pune area only. The geographically area will cover near by 50 km area of the Pune. The data will collect from the above mentioned area only.

The data will collect from workman employee who have been working on the company roll on the prescribe organization.

Utility of the study:

1. The Research work on "Employee Motivation for Organization Development in Pune Region" will be useful to Pune based industry.
2. The research data will be helpful for above mentioned industry for identification of motivation level among workforces. It will also shows that factor which will responsible or affect on motivation in the industry.

3. The research report will be helpful to organization to identify various aspects which are effect on employee motivation in the organization.

4. The research report helps organization to identify level of satisfaction in their workmen Employee.

5. This research report will shows direction to management to improve the satisfaction level of the employee.

6. This report will help society which includes various public and private institutions for identification of motivation and satisfaction level among the employee. Also it will helpful to employee and employer of Pune based manufacturing industry for what are aspects which will be useful for identification of various factors which will helpful to become a satisfied employee, which are the other factors will need to motivate the employee and what the management is giving to their employees.

7. In Short this research will help organization to identify the level of satisfaction, among their employees, which leads to identify the level of motivation of their employees.