1. \textbf{RESEARCH METHODOLOGY}

This study attempts to investigate the effectiveness of performance System followed in public & private in Orissa and arrive at a suitable methodology. Data is proposed to be obtained via survey questionnaire from respondents in Industry. The surveys are proposed to be performed by means of questionnaires, schedules and interviews in organizations. The data is proposed to be processed and visualized by using Statistical methods (SPSS) to reveal connections. Based on answers by rates, an insight would be available into what important factors are. In terms of methodology, this research relies upon data triangulation by using several sources of primary and secondary data (earlier studies). The theoretical framework is based upon research proposed works / articles from leading research institutions, human resource management / human resource development journals. The empirical analysis is based on survey responses. Due to the apprehensively limited number of observations due to limited number of companies, it is proposed to use predominantly qualitative generalizations rather than quantitative expositions.

The study is proposed to emphasize on modelling the dynamics of concurrent based performance Evaluation & Efficiency. An attempt is proposed to apply scientific methods, operational research techniques, tools and measures so as to provide a template with optimum alternatives. Efforts are proposed to be made to incorporate facets of concurrent modelling by attempting a relationship between various constants, variables and parameters. Attempts are proposed to be identified through a traditional models search. Specialists would be encouraged to contact if they had conducted research to generate an initial list of possible studies for inclusion. Selection of a random sample is proposed to confirm that an adequate number of responses are received. Sample size is proposed to be determined using Cochran’s Sample Size Determination Formula. The study uses a Likert - type response factor, two- percent margin error and estimate of standard deviation is proposed to be utilized. This study will focus on the method of investigation, under the following headings:

1. \textbf{Research design,}
2. Size of the sample,
3. Test sample composition,
4. Method of data analyses,
5. Reliability and validation.

Sample of the Study
The sample is consist of around 500 employees across from Executive and Non-executive public & private sector in Orissa. The minimum educational qualification will be diploma, graduation and professional degree and humanities and social sciences

Importance of the study
The researcher tries to explore the present condition of training and development to find out the means to enhance training and development system under investigation. The methodology involves mostly qualitative in nature with observable behaviors. There will be at least three approaches, which enable us to record the analyzed, the behaviors patterns:

1. Participative Observation
2. Interview
3. Structural Schedule

Type of the Study
This research work is in the form of ‘ex-post-facto” study in which the researcher tried to study the existing perceptions of the managerial and non-managerial cadre of employees regarding the training and development concept and philosophy, practices and measures etc. without manipulating in any way the scenario as it stands presently. Thus, the study is largely empirical in approach.

Nature of the Study
Though the population of the study is finite but it is very large sized, the researcher has to be used sampling method. In place of census method of enquiry and this will be considered appropriate keeping in view the individual researcher’s limitations with regard to time, money and efforts. Still, every effort has to be made to ensure that this sampling study largely proves true representative of the population under study.
**Research Design**

The research design to be used by the researcher is in accordance with the empirical requirements. As such, it will cover the type of data collection, the methodology of data collection and the various statistical tools and techniques to be used for analysis of data and hypotheses testing. Being empirical study, it is not only based on secondary data but also based on primary data which will be collected by the researcher through well designed, structured and comprehensive questionnaire to be developed by the researcher in view of the theoretical literature and existing research findings.

**Sources of Data**

Data will be obtained either from the primary and secondary sources. To study the perspective and roles of training and development of manufacturing industry in Orissa, the various methods will be adopted for the assessment and development of the organization, personal interviews and questionnaires to be conducted at different level in industry. Keeping in view, the gender perspective, intensive group discussions will be made appraisal to elicit information from beneficiaries. Apart from this care it will be taken from the literature, annual reports and manuals, journals, internet, newspapers, articles, magazines published at national and international level are also referred for the purpose.

**Methods of Data Collection and Analysis**

Survey and questionnaire methods will be used for the purpose of collecting data. This method will get its own significance and importance as a method of investigation. After collection of data, it has been processed and analyzed in accordance with the outline laid down for the purpose at the time of developing the research plan. This is essential for a scientific study and for ensuring relevant data to make a complete comparison and analysis. Technically speaking, processing implies, editing, coding, classification and tabulation of data.

*The investigator will be initiated the procedure of data analysis as follows*

The first and foremost, before making data entry should be checked out the missing or incomplete the data,
The second will be codifying data as it needs to be analyzing precisely investigation or completion of thesis writing.

The third step of data processing is to be classification of data on the basis of their attributes.

The last and final step of analysis of data is to be tabulated.