**RESEARCH METHODOLOGY**

**Research Area**

Over the last three decades, the Indian High Tech Organizations have undergone constant changes to build a strong leadership within the organizations, and a huge investment is being done by the organization to develop their front line leaders. This study aims to understand the self-perceived style of leadership and its impact on employee performance in the organization. Keeping in mind the larger samples available in the country, the study focuses on high tech organizations (Product and Engineering Software organizations).

**Research Design**

A research can be carried out in many ways by using various research design methods. I aim to do a quantitative research by administering a questionnaire model to analyze the exhibited leadership style of primary managers in the organizations.

**Population and Sample**

The population of leaders for this study consisted of managers at a few high tech organizations. A sample consisted of 200 randomly selected managers from the high tech organizations.

**Source of Data - Instrumentation**

This study will use Multifactor Leadership Questionnaire – MLQ to identify leadership styles. The questionnaire will touch all the aspects of leadership which impacts the employee performance and will have approximately 50 questions.

This research will aim at bringing a framework of combination of leadership towards employee performance by using hypotheses of various variables of transformational leadership.
Methods of collecting data

Target population is from the high technology organization with an experience range of 7 to 20 years for this study.

Primary Data

- Individual Questionnaire
- Online survey
- Structured Interview
- Observation
- Case study

Secondary data

Published reports
Articles
Published book and text material
Data published on organization website.
## WORK PLAN

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