Research Methodology

Research area

The study is descriptive in nature since the number of IT organizations which are in different format cannot be estimated around Bengaluru city which is infinite. So this research takes in to account only in leading IT organization. The main purpose of this study is to examine and assess the main reasons for stress and depression of employees in IT sector.

Research design

There are two different types of research methodology i.e. quantitative research and qualitative research. To study employee burnout in IT sector, quantitative research will be followed as descriptive information is required here. Three basic designs can be used for quantitative research i.e. observation, experimentation and survey (i.e. by questioning people).

Sample size

In Software Technology Parks of India, Bengaluru there are 1256 registered member companies. Bengaluru’s IT industry is divided into two main “clusters” Electronics City and Whitefield. New clusters in Bellandur and Challaghatta have emerged in the last few years along the Outer and Inner Ring Roads and in C. V. Raman Nagar near Old Madras Road. IT firms in Bengaluru employ about 35% of India's pool of 10 lakh (1 million) IT
professionals and account for the highest IT-related exports in the country. There are approximately 350000 IT employees in Bengaluru.

To select survey Sample size below assumptions are taken

Population Size is 350000 which is very large

Margin of error (Confidence Interval) is +/- 5%

Confidence level is 95%

Standard of Deviation is taken 0.5

Steps to calculate sample Size

1. Confidence level corresponds to a Z-score for 95% Z-Score = 1.96

2. Plug in Z-score, Standard of Deviation, and confidence interval into below equation:

Necessary Sample Size = (Z-score)² * StdDev*(1-StdDev) / (margin of error)²

((1.96)² x .5(.5)) / (.05)² = 384.16
385 respondents are needed.

The same can be calculated online at http://www.raosoft.com/samplesize.html or http://www.surveysystem.com/sscalc.htm

The above equation is for an unknown population size or a very large population size.

**Sample technique**

In this survey percentage method will be used through the study as the data collected and analyzed in the study is of qualitative nature. Sampling method used will be stratified sampling Method.

**Sources of data**

A well defined questionnaire consists of opinion of employee in IT sector regarding the reasons for employee burnout, job stress, their work life balance etc Text books, journals
and magazines will also be used for the preparation of questionnaire. These questionnaires will be distributed to the IT employees in two ways that is personally and through internet.

**Analysis of data:** The analysis of data will be done by percentage method since it has to be found out whether emotional involvements of employee with the organization and depression or stress of the employee are associated or independent. Also to identify whether organization’s support to the employee has any significant effect on employee burnout.