**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:**

The Research area is confined to Pune based selected IT Industries; as it is the home area of the researcher. Since 2006, the researcher has been working in different IT industries as a HR profession in the same area. As she has been involved in the same profession she has realized that, Training and development always leads to development of current competencies of the employees in Software Industries. This resulted to growths of organization and employee development. All this practical experience encouraged the researcher to undertake the research project on Training and development as Pune is one of the major hub for most of the IT Industries.

**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 IT industries, 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:

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.

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 IT Industries of Pune region. Total sample will be 450+ 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 IT sectors.

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

To collect the Primary data mainly two tools of Scientific Research Methodology, namely Interview Schedule and Questionnaire methods are used.

Interview Schedule was prepared to solicit the opinions, views, suggestions and experiences of Heads of the Training Centers at Selected IT Industries of the Pune Region. In addition Heads of selected IT Industries will also be interviewed.

In addition to above, getting an opportunity, some training sessions were attended to observe participants behaviour, interest and inter-active Teaching-Learning process.

Primary Data is also collected through informal meetings with Trainers. Both inhouse as well as guest faculty, who have conducted training programmes for different category of employees.

Secondary Sources
Secondary data is collected from the records made available by the authorities. “Training Policy for the IT Sector” was referred as basic document. The “Training Manual” prepared by the various organizations has given insight of the Training Programmes implementation strategy of Selected IT Industries of the Pune Region.

Secondary data is also collected by surfing related websites. Articles from various Journals and Magazines and particularly various issues of the Journal of Indian Society of Training and Development (ISTD) proved of immense value to understand the concept of Training and its relation with Development, particularly in IT Sector.

Nature of Research:

A Study on the Training and Development Practices in Selected IT Industries of the Pune Region –

The Data and Information collected through using Scientific Research Methodology tools as explained above, is classified, analyzed and interpreted to arrive at conclusions.

This is divided in two parts – one is devoted for training in-sight into the Training Programme conducted by Selected IT Industries of the Pune Region and second part comprises of Data collected from employees to assess the impact of training on their Job Performance and change in behavioral attitudes and personality.

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.