CHAPTER 4
4.1 RESEARCH METHODOLOGY

4.1.1 OBJECTIVES OF THE STUDY:-

The main objective of this study is to access the employee training and development practices at Liberty Shoes Ltd.

To be more specific the aim of the study is to:

1) To study the various methods used by Liberty shoes Ltd. for conducting training and development of employees.
2) To analyse the effective implementation of training programs in the selected organisation.
3) To evaluate the attitude and satisfaction of employees towards T&D practices of the organisation.
4) To evaluate the effectiveness of training and development programs on various parameters.

4.1.2 SIGNIFICANCE OF THE STUDY:-

This study provides possible suggestions for the effectiveness of employees training and development of the shoe factories. It helps the researcher to acquire knowledge and practical experience. It also helps as a source of document and a stepping stone for those researchers who want to make further study on the area afterwards.

4.1.3 SCOPE OF RESEARCH:-

The scope of this research is limited to the practice of employees training in Liberty Shoes Limited at its head office at Karnal. Hence it is intended to assess employee training and development practices. Data will be collected to study the employees view about training and development programs and its effect on their improving skills, knowledge and attitude for performing various jobs in the organisation. This project will be accomplished with the complete support of all the printed material required and supportive staff.
4.2 RESEARCH DESIGN:-

The primary aim of this study is to describe the employee training and development practices. To achieve this objective, descriptive and analytical type of research design with a mixed approach was employed. The descriptive type of research design helps to portray accurately the characteristics of a particular individual, situation or a group. The mixed research method is considered to be a very efficient in answering research questions compared to qualitative and quantitative approach when used in isolation.

4.2.1 SAMPLE DESIGN: - A sample design is a definite plan for obtaining a sample from a given population. There are many sample designs from which a researcher can choose. A researcher must prepare or select a sample design which should be reliable and appropriate for their research only. The probability and convenience sampling has been used in my study.

Sample Unit: - It tells who is to be surveyed. Here the employees from various departments and sections of the branch will be included. Sample Unit – 650

Sample Size: - A sub group of the elements of the population selected for participation in the study. This refers to the organisation surveyed.

Sample Size : 100

Type of Question : Multiple Choices and 1 open ended question

Instrument Used for

Collection of data : Questionnaire

Area Covered : Karnal
4.2.2 **METHOD OF DATA COLLECTION:-**

The necessary data for this study were collected from the primary source under which the questionnaire method has been applied.

**Primary Source** Personal discussions with HR manager, Questionnaire.

**Secondary Source** Journals, Books, Websites (given in annexure)

4.2.3 **TOOLS FOR HYPOTHESIS TESTING AND DATA ANALYSIS:-**

- **Average score Method** - A single value which is considered as the most representative of the for a typical set of data. It describes the characteristics of the entire data.

- **Bar and Pie Chart** - A bar chart or bar graph is a chart with rectangular bars with lengths proportional to the values that they represent. Bar charts are used for comparing two or more values. The bars can be horizontally or vertically oriented. Sometimes a stretched graphic is used instead of a solid bar.
  
  A pie chart is a circular chart divided into sectors; each sector shows the relative size of each value.

- **T-test** - It compares the actual difference between the two means in relation to the variation in the data. A statistical examination of two population means. It is used when the variances of normal distribution are unknown.

4.2.4 **HYPOTHESIS FOR DATA ANALYSIS:-**

**HYPOTHESIS 1.**

\[ H(0)_1 = \text{The training programs are not effectively implemented in the selected organisation.} \]

\[ H(1)_1 = \text{The training programs are effectively implemented in the selected organisation.} \]
**HYPOTHESIS 2.**

H (0)₂ = The employees of the selected organisation are not satisfied with the training practices of the organisation.

H (1)₂ = The employees of the selected organisation are satisfied with the training practices of the organisation.

**HYPOTHESIS 3.**

H (0)₃ = The training programs are not effective in improving the efficiency of employees in the selected organisation.

H (1)₃ = The training programs are effective in improving the efficiency of employees in the selected organisation.

4.2.5 **LIMITATIONS OF THE STUDY:-**

1. The research work has been carried out only in head office at Karnal and the findings may not be applicable to the other branches.
2. The sample has been collected using random-sampling technique. As such result may not give an exact representation of the population.
3. Shortage of time is also reason for incomprehensiveness.
4. Normally employees hesitate to disclose the information so it leads to biasness.