6.0 RESEARCH METHODOLOGY
The job satisfaction of employee and leadership style are the main elements that impact the organization effectiveness (Kennerly 1989). Leadership is known as one of the important aspects of job satisfaction from employees. It can fully impact the dedication and motivation of employees.

Frame work of Research

Data collection through survey questionnaires from targeted employees working in IT/ITES sector in Hyderabad. The targeted respondents to be 500 employees from Hyderabad sector. The respondents included employees from different levels in the company such as programmers, software engineers, lower level of management, middle level of management and top level of management. A total of N number of questionnaires is planned to distribute to selected sectors using a convenient sampling method. Further In this study, the two sets of instruments that were selected to collect data from the samples are Multifactor Leadership Questionnaire (MLQ) and Job Satisfaction Survey (JSS: Copyright Paul E. Spectory). Instruments were developed through previous studies and tested for supported validity and demonstrated reliability.

Multifactor leadership questionnaire (MLQ): Transformational leadership behaviors were measured by the MLQ-5X with the permission of Mind Garden Incorporation. Through extensive examination of this instrument, the developers ascertained the reliabilities for the total items and for each leadership factors scale ranged from .74 to .94 (Bass & Avolio, 1995). All of the scales’ reliability was generally high (a > .77). However, the reliabilities within each data set generally indicated the instrument was reliably measuring each of leadership variables across the
data sets, with some minor deviations (Bass & Avolio, 2002). The positive correlations among the transformational leadership scales are consistent with previous studies obtained by Bass and Avolio (1990). The average inter-correlation among the transformational leadership scales is .83. Discriminant validity measures for all dimensions of the MLQ-5X were determined to range from .46 to .68; these generally exceeded the cut-off recommended in the literature (Bass & Avolio, 2002).

**Job Satisfaction Survey (JSS)** is a well-established instrument, which has been repeatedly investigated for reliability and validity. The nine sub-scales related moderately to well between each other, internal consistency; a score of 0.60 for co-worker to 0.91 for the totalscale. Overall, an average on 0.70 for internal consistency was obtained out of a sample of 3,067 individuals. Over an 18 month time period, an internal consistency of 0.37-0.74 was calculated for a smaller the sample of employees. Studies using various scales for job satisfaction on a single employee, supported validity. A correlation of 0.61 for coworkers to 0.80 for supervision was calculated between five of the Job Satisfaction sub-scale and some of the Job Description Index.

Two instruments are used for the study. The survey is developed into an online electronic survey and also personally visiting to IT/ITES sectors in HYDERABAD. The amount of time to take this survey was approximately twenty minutes. The researcher sent an introductory email / distribute to IT employees working, requesting them to take the survey through a link/paper. The survey to be made available for 60 days and each member to be allowed to respond once. Each of participants had to read a cover page, the two questionnaires (MLQ-5X and JSS), and a demographic survey. The cover page provided an assurance of confidentiality, a statement regarding the purpose of the study, and detailed instructions about completing the questionnaires. Participants were instructed that each survey instrument was used independently and anonymously to preserve the confidentiality of responses.

In the study, two survey instruments were included (a) Multifactor Leadership Questionnaire (MLQ-5X) and (b) Job Satisfaction Survey, (copyright Paul E. Spectory). There were 500 employes to be survey to be conducted. The return rate of the study was 58.4%. Survey data to collect by the SPSS 21.0 software statistical package to process the use of descriptive statistics, simple regression analysis, and correlation analysis. Descriptive statistics were used to describe the basic features of the data in the study. Descriptive statistics provided simple
summaries about the sample and about the observations that have been made. After identifying
the descriptive characteristics, several linear regressions were run. Using linear regression the
hypotheses were tested and the results to be analyzed. Statistically significant (p < .001) and
positive relationships to be found between each leadership practice and the productivity, job
satisfaction and organizational commitment of employees.

The controlling for demographic data, none of the leadership practices to found to be a predicted
for productivity (using regression analysis). Inspiring and Enabling emerged as significant
predictors of job satisfaction. Inspiring and Encouraging emerged as the predictors for
organizational commitment variance to obtain. Correlations between employee’s overall job
satisfaction and transformational leadership variables to calculate.