CHAPTER III

ANALYSIS AND INTERPRETATION

3.1.   Two-way analysis:

a)   AGE GROUP vs WORK TOTAL:

The respondents were divided into four subgroups in accordance with the age group to which they belong. The 1st group was the respondents with age between 21 and 30. The next group was 31 to 40, the 3rd group was from 41 till 50 and the last group was above 50. The total number of respondents for the 1st age group (21 to 30) was 23. The 2nd, 3rd and 4th age groups were 28, 39 and 10 respectively. The average of the work total was 45.98. Based on this average, the scores greater than or equal to 45 was named "HIGH" and below 45 was named "LOW". In a separate sheet, the ages and the high/low column was copied and sorted. Count of high and low of different age groups was computed.

AGE GROUP 1 (21-30):

The count of the high scores was 13 and low was 10. The percentage of the high scores was 56.5% and low was 43.4%.

AGE GROUP 2 (31-40):

The count of the high scores was 17 and low was 11. The percentage of the high scores was 60.7% and low was 39.2%.

AGE GROUP 3 (41-50):

The count of the high scores was 23 and low was 16. The percentage of the high scores was 58.9% and low was 41.0%.

AGE GROUP 4 (50+):

The count of the high scores was 5 and low was 5. The percentage of the high scores was 50.0% and low was 50.0%.

Comparing all the four groups, the 2nd group (31-40) has the highest percentage of "HIGH" scores 60.7%. Comparing all the four groups, the 4th group (50+) has the highest percentage of "LOW" scores 50.0%. the total percentage of high scores and low scores were 58.0% and 42.0% respectively.

TABLE – AGE GROUP vs WORK TOTAL

AGE/WT	HIGH	LOW	TOTAL
21-30	13 (56.5%)	10 (43.5%)	23
31-40	17 (60.7%)	11 (39.3%)	28
41-50	23 (59.0%)	16 (41.0%)	39
ABOVE 50	5 (50.0%)	5 (50.0%)	10
TOTAL	58 (58.0%)	42 (42.0%)	100

b) <u>SALARY vs GRAND TOTAL:</u>

The respondents were divided into five subgroups in accordance with the salary (per annum) category to which they belong. The 1st category was the respondents with salary below 1 lakh. The next category was 1 lakh-3 lakhs, the 3rd category was from 3 lakhs till 5 lakhs, the 4th category was between 5 lakhs and 7 lakhs and the last category was above 7 lakhs. The total number of respondents for the 1st salary category (<1 lakh) was 19. The 2nd, 3rd, 4th and 5th salary categories were 22, 24,17 and 18 respectively. The average of the grand total was 122.66. Based on this grand total, the scores greater than or equal to 122 was named "HIGH" and below 122 was named "LOW". In a separate sheet, the salaries and the high/low column was copied and sorted. Count of high and low of different salary categories was computed.

SALARY CATEGORY -1 (<1 lakh):

The count of high scores was 8 and low was 11. The percentage of the high scores was 42.10% and low was 57.8%.

SALARY CATEGORY -2 (1 lakh- 3 lakhs):

The count of the high scores was 14 and low was 8. The percentage of the high scores was 63.6% and low was 36.3%.

SALARY CATEGORY -3 (3 lakhs- 5 lakhs):

The count of the high scores was 15 and low was 9. The percentage of the high scores was 62.5% and low was 37.5%.

SALARY CATEGORY -4 (5 lakh- 7 lakhs):

The count of the high scores was 13 and low was 4. The percentage of the high scores was 76.4% and low was 23.5%.

SALARY CATEGORY -5 (7 lakhs<):

The count of the high scores was 14 and low was 4. The percentage of the high scores was 77.7% and low was 22.2%.

Comparing all the five categories, the 5th category (above 7 lakhs) has the highest percentage of "HIGH" scores 77.7%. Comparing all the five categories, the 1st category (below 1 lakh) has the highest percentage of "LOW" scores 57.8%. The total percentage of high scores and low scores were 64.0% and 36.0% respectively.

TABLE –SALARY vs GRAND TOTAL

SAL/GT	HIGH	LOW	TOTAL
<1 LAKH	8 (42.1%)	11 (57.8%)	19
1 LAKH- 3LAKHS	14 (63.6%)	8 (36.3%)	22
3 LAKHS- 5LAKHS	15 (62.5%)	9 (37.5%)	24
5 LAKHS – 7 LAKHS	13 (76.4%)	4 (23.5%)	17
ABOVE 7 LAKHS	14 (77.7%)	4 (22.2%)	18
TOTAL	64 (64.0%)	36 (36.0%)	100

c)   <u>WORK EXPERIENCE vs CHARACTERISTICS TRAIT TOTAL:</u>

The respondents were divided into four subgroups in accordance with the work experience (years) category to which they belong. The 1st category was the respondents with w.exp between 1 and 5. The next category was 6 and 10 , the 3rd category was from 11 till 20 and the 4th category was above 20. The total number of respondents for the 1st w.exp category (1-5) was 27. The 2nd, 3rd and 4th w.exp categories were 25,31 and 17 respectively. The average of the CHR total was 26.29. Based on this CHR total, the scores greater than or equal to 26 was named "HIGH" and below 26 was named "LOW". In a separate sheet, the w.exp and the high/low column was copied and sorted. Count of high and low of different w.exp categories was computed.

W.EXP CATEGORY -1(1-5):

The count of high scores was 13 and low was 14. The percentage of the high scores was 48.1% and low was 51.8%.

W.EXP CATEGORY -2 (6-10):

The count of the high scores was 13 and low was 12. The percentage of the high scores was 52.0% and low was 48.0%.

W.EXP CATEGORY -3 (11-20):

The count of the high scores was 24 and low was 7. The percentage of the high scores was 77.4% and low was 22.5%.

W.EXP CATEGORY -4 (20+):

The count of the high scores was 9 and low was 8. The percentage of the high scores was 52.9% and low was 47.0%.

Comparing all the four categories, the 3rd category (11-20) has the highest percentage of "HIGH" scores 77.4%. Comparing all the four categories, the 1st category (1-5) has the highest percentage of "LOW" scores 51.8%. The total percentage of high scores and low scores were 59.0% and 41.0% respectively.

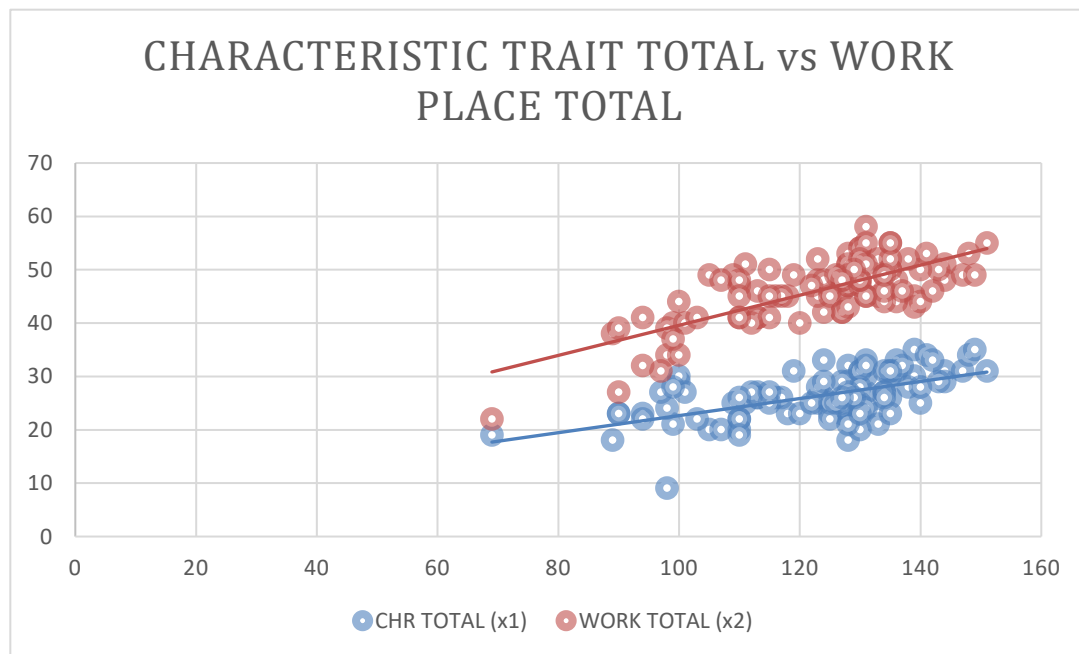**TABLE –WORK EXPERIENCE vs CHARACTERISTIC TRAIT TOTAL**

W.EXP/CT	HIGH	LOW	TOTAL
1-5	13 (48.1%)	14 (51.8%)	27
6-10	13 (52.0%)	12 (48.0%)	25
11-20	24 (77.4%)	7 (22.5%)	31
20	9 (52.9%)	8 (47.0%)	17
TOTAL	59 (59.0%)	41 (41.0%)	100

3.2. Correlation:

For finding the correlation, the columns selected are GRAND TOTAL(Y),CHR TOTAL(X1),WORK TOTAL(X2).

In excel, finding correlation is much easier than using formula.The table obtained after applying correlation and the graph obtained are given below :

	GRAND TOTAL (y)	*CHR TOTAL (x1)*	*WORK TOTAL (x2)*
GRAND TOTAL (y)	1		
CHR TOTAL (x1)	0.570373949	1	
WORK TOTAL (x2)	0.734336987	0.360501786	1

CHARACTERISTIC TRAIT TOTAL vs WORK PLACE TOTAL

3.3.

3.4.

3.5.

3.3. Regression:

For finding the Regression, the columns selected are PERSONAL DETAILS TOTAL(Y),RATE TOTAL(X)

In excel, finding Regression is much easier than using formula.The tables obtained after applying Regression and the graph obtained are given below :

SUMMARY OUTPUT:

Regression Statistics	
Multiple R	0.111972367
R Square	0.012537811
Adjusted R Square	0.002461666
Standard Error	4.469728859
Observations	100