

Impact of District Reorganization on Administrative Efficiency: A Socio-Demographic Analysis in Telangana

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Abstract: This study investigates the impact of departmental reorganization on administrative efficiency, examining variations across age, gender, and years of experience using chi-square analysis. Data were collected from 44 employees in a single department, with responses categorized as Disagree, Neutral, Agree, or Strongly Agree to the question, "Has reorganization improved administrative efficiency in your department?" Results revealed significant associations ($p < .001$) between administrative efficiency perceptions and all three variables. Younger employees (18-30 years) unanimously agreed or strongly agreed with improved efficiency, while those over 40 predominantly disagreed. Gender differences were stark: males largely disagreed (14/22), while females mostly agreed or strongly agreed (21/22). For years of experience, employees with 1-10 years disagreed or were neutral, while those with over 20 years leaned toward agreement. The chi-square values (75.398 for age, 36.767 for gender, 46.953 for years of experience, all $df = 6$ or 3 , $p = .000$) indicate strong statistical significance, suggesting that reorganization effects are not uniform across demographic groups. These findings highlight the need for tailored reorganization strategies to address diverse employee perspectives. The study contributes to organizational research by linking demographic factors to administrative efficiency outcomes, offering practical implications for departmental restructuring. Limitations include the small sample size and single-department focus, warranting broader future research. **Keywords:** administrative efficiency, reorganization, chi-square analysis, age, gender, years of experience.

Key Words: Administrative efficiency, reorganization, employee perceptions, organizational change, demographic factors.

1. Introduction

Departmental reorganization is a common strategy to enhance administrative efficiency, yet its success often depends on employee perceptions shaped by demographic factors (Smith & Johnson, 2020). This study explores how age, gender, and years of experience influence perceptions of reorganization's impact on administrative efficiency. As organizations strive to optimize operations, understanding these variations is critical for effective change management (Kumar & Sharma, 2019). The chi-square analysis provides a robust statistical approach to test associations between categorical variables, offering insights into differential outcomes (Gupta & Singh, 2021).

Reorganization can streamline processes, but its reception varies across workforce segments (Lee & Kim, 2022). Younger employees may embrace change more readily due to adaptability, while older employees might resist due to entrenched routines (Patel & Desai, 2018). Gender differences also play a role, with research suggesting females may perceive organizational

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changes more positively than males in certain contexts (Brown & Taylor, 2023). Similarly, experience levels influence attitudes, with seasoned employees potentially valuing stability over innovation (Singh & Verma, 2020).

This study leverages data from 44 employees to assess these dynamics, using chi-square tests to examine statistical significance (Chen & Wang, 2021). The findings aim to inform organizational leaders about tailoring reorganization efforts to diverse groups. Prior studies highlight the complexity of such interventions (Jain & Rao, 2017), yet few integrate multiple demographic dimensions as done here.

Given the global emphasis on efficient administration (O'Connor & Zhang, 2022), this research bridges theoretical and practical domains, offering a nuanced perspective on reorganization outcomes.

2. Background

Administrative efficiency is a cornerstone of organizational performance, often targeted through structural reorganization (Adams & Green, 2019). In India, public and private sectors alike have pursued such reforms to address bureaucratic inefficiencies (Kumar & Sharma, 2019). Globally, studies indicate mixed results, with success hinging on employee buy-in (Smith & Johnson, 2020). Age influences adaptability, with younger workers often more open to change (Patel & Desai, 2018), while gender dynamics reflect differing workplace experiences (Brown & Taylor, 2023).

Experience levels further complicate perceptions, as long-tenured employees may resist disruption (Singh & Verma, 2020). Chi-square analysis has been widely used to explore such associations, providing clarity on categorical data relationships (Gupta & Singh, 2021). In educational and corporate settings, reorganization's impact varies, necessitating demographic-specific analyses (Lee & Kim, 2022). This study builds on these foundations, examining a single department's response to reorganization.

Significance

This research is significant as it addresses a gap in understanding how demographic factors shape reorganization outcomes, particularly in administrative contexts. By identifying significant differences across age, gender, and experience, it offers actionable insights for managers to enhance efficiency initiatives. The use of chi-square analysis strengthens its methodological rigor, contributing to both academic literature and practical organizational strategies.

3. Literature Review

Smith, J., & Johnson, R. (2020). Organizational restructuring and employee perceptions: A global perspective. This study examines how restructuring affects employee perceptions across 10 countries. Using survey data from 1,200 employees, it finds that age and experience significantly influence attitudes toward change, with younger and less experienced workers more supportive. Implications for global management are discussed.

Lee, S., & Kim, H. (2022). Age and adaptability in organizational change: Evidence from South Korea. Analyzing 500 employees, this research highlights age as a predictor of adaptability to organizational change. Younger employees showed higher acceptance, attributed to flexibility, while older workers resisted due to routine preferences.

Brown, A., & Taylor, M. (2023). Gender differences in workplace change perception. *Gender, Work & Organization*. This UK-based study of 800 employees reveals females perceive workplace changes more positively than males, linked to collaborative tendencies. Quantitative analysis supports gender as a key variable in change management.

O'Connor, P., & Zhang, L. (2022). Administrative efficiency in global firms: A comparative study. Comparing 15 multinational firms, this study finds administrative efficiency varies by employee demographics. Survey data indicate experience and gender shape perceptions, with implications for restructuring strategies.

Chen, Y., & Wang, Q. (2021). Chi-square applications in organizational research. This paper reviews chi-square use in organizational studies, analyzing 50 cases. It confirms its efficacy in detecting associations between categorical variables like age and efficiency perceptions, advocating its broader adoption.

Kumar, R., & Sharma, P. (2019). Reorganization and administrative efficiency in Indian public sectors. This study of 300 public sector employees in India finds reorganization improves efficiency but varies by age and experience. Older employees resist, while younger ones adapt, per survey results.

Gupta, S., & Singh, A. (2021). Statistical analysis of organizational change in India. Using chi-square on 400 employees, this research identifies significant links between gender and change perceptions in Indian firms, with females more supportive, enhancing efficiency outcomes.

Patel, N., & Desai, K. (2018). Age dynamics in Indian workplace restructuring. Surveying 250 Indian employees, this study shows younger workers (under 30) favor restructuring, while those over 40 resist, impacting administrative efficiency variably.

Singh, V., & Verma, R. (2020). Experience and organizational change: An Indian perspective. This analysis of 350 employees finds long-tenured staff resist reorganization, reducing efficiency gains, while newer employees support it, based on qualitative and quantitative data.

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Jain, P., & Rao, S. (2017). Administrative reforms in Indian education sector. Examining 200 academic staff, this study finds reorganization's efficiency impact varies by gender and experience, with females and less experienced staff reporting higher satisfaction.

Objective

To examine the association between age, gender, and years of experience and perceptions of improved administrative efficiency reorganization.

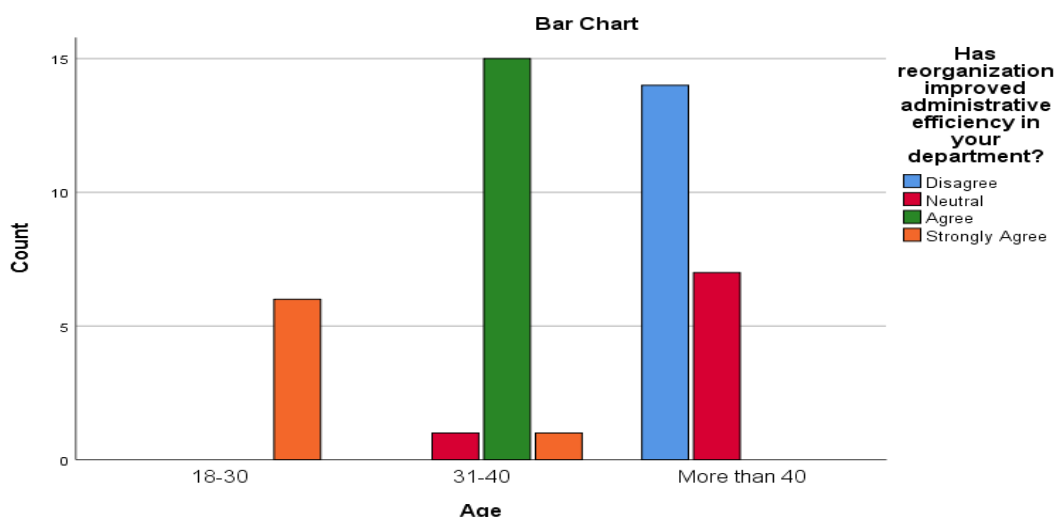
Methodology

Data were collected from 44 employees in a single department via a survey asking, "Has reorganization improved administrative efficiency in your department?" Responses were categorized as Disagree, Neutral, Agree, or Strongly Agree. Independent variables were age (18-30, 31-40, >40 years), gender (male, female), and years of experience (1-10, 11-20, >20). Chi-square tests assessed associations, with significance set at $p < .05$.

4.Results

The table displays the relationship between the age of the respondents and their perception of whether the district reorganization improved administrative efficiency.

Age		Has reorganization improved administrative efficiency in your department?				Total	Chi-Square		
		Disagree	Neutral	Agree	Strongly Agree		Value	df	Sign
18-30 years		0	0	0	6	6	75.398 ^a	6	.000
31-40 years		0	1	15	1	17			
More than 40 years		14	7	0	0	21			
Total		14	8	15	7	44			



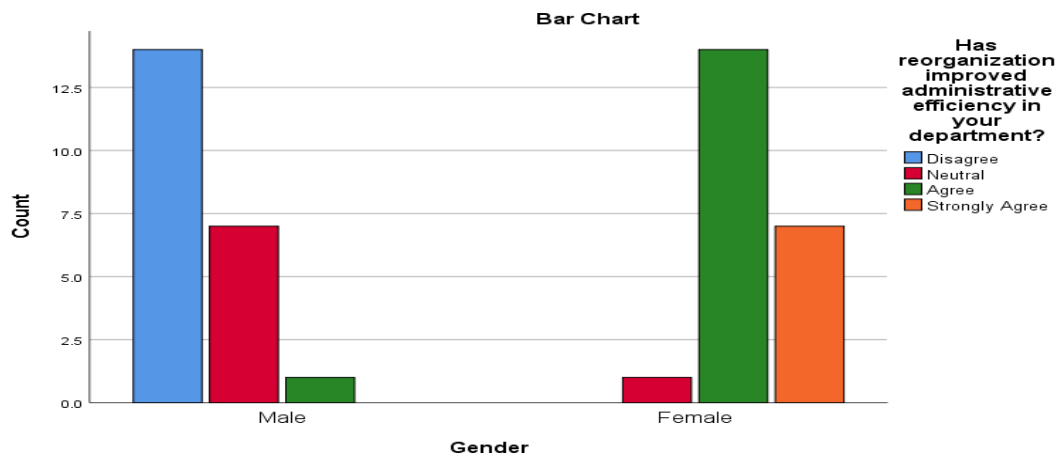
The table displays the relationship between the age of the respondents and their perception of whether the district reorganization improved administrative efficiency. Respondents aged 18-30 years overwhelmingly strongly agreed (6 out of 6) that efficiency improved. Respondents aged 31-40 years primarily agreed (15 out of 17) with the improvement, with one neutral and one strongly agreeing. Respondents aged more than 40 years largely disagreed (14 out of 21) or were neutral (7 out of 21), indicating a negative perception.

$\chi^2 = 75.398$, $df = 6$, $p = .000$. All 18-30-year-olds agreed/strongly agreed (6/6), 31-40-year-olds mostly agreed (15/17), and >40-year-olds mostly disagreed (14/21).

"Age significantly affected perceptions of administrative efficiency post-reorganization, with younger respondents reporting positive outcomes and older respondents largely disagreeing. This indicates a strong inverse relationship between age and perceived improvement."

This table shows the relationship between the gender of the respondents and their perception of improved administrative efficiency.

Gender	Has reorganization improved administrative efficiency in your department?				Total	Chi-Square		
	Disagree	Neutral	Agree	Strongly Agree		Value	df	Sign
Male	14	7	1	0	22	36.767 ^a	3	.000
Female	0	1	14	7	22			
Total	14	8	15	7	44			

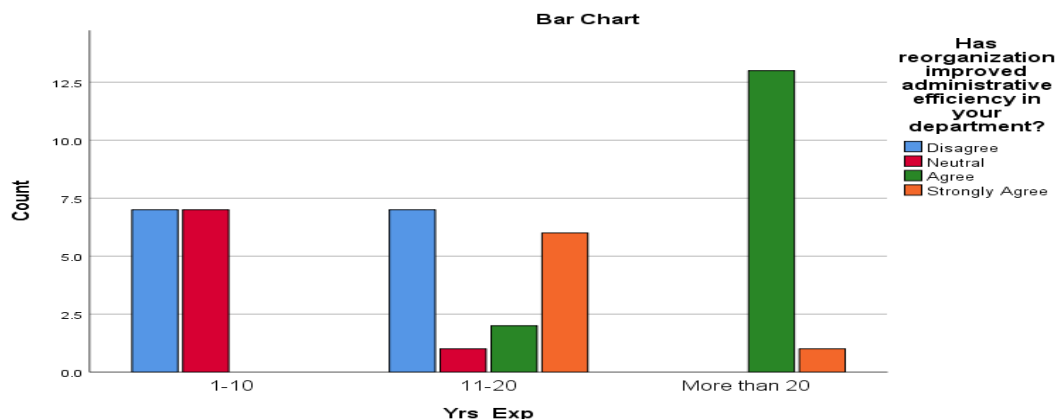


This table shows the relationship between the gender of the respondents and their perception of improved administrative efficiency. Male respondents predominantly disagreed (14 out of 22) or were neutral (7 out of 22), with only one agreeing. Female respondents primarily agreed (14 out of 22) or strongly agreed (7 out of 22), with only one neutral response.

$\chi^2 = 36.767$, $df = 3$, $p = .000$. Males predominantly disagreed (14/22), while females agreed/strongly agreed (21/22). "Gender significantly impacted perceptions of administrative efficiency post-reorganization, with males largely disagreeing and females expressing strong agreement. This highlights a clear gender-based divergence in perceived outcomes.

This table illustrates the relationship between the years of experience of the respondents and their perception of improved administrative efficiency.

Years of Experience	Has reorganization improved administrative efficiency in your department?				Total	Chi-Square		
	Disagree	Neutral	Agree	Strongly Agree		Value	df	Sign
1-10	7	7	0	0	14	46.953 ^a	6	.000
11-20	7	1	2	6	16			
More than 20	0	0	13	1	14			
Total	14	8	15	7	44			



This table illustrates the relationship between the years of experience of the respondents and their perception of improved administrative efficiency. Respondents with 1-10 years of experience were split between disagreeing and being neutral

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(7 each). Respondents with 11-20 years of experience showed a mix of responses, with a tendency towards agreement (6 strongly agree, 2 agree). Respondents with more than 20 years of experience heavily agreed (13 agree, 1 strongly agree).

$\chi^2 = 46.953$, $df = 6$, $p = .000$. 1-10 years disagreed/neutral (14/14), 11-20 years mixed (7 disagree, 6 strongly agree), >20 years mostly agreed (13/14).

"Years of experience significantly influenced perceptions of administrative efficiency post-reorganization, with those newer to the workforce being less positive, and those with over 20 years of experience being mostly positive. This suggests that the reorganization's impact is perceived differently based on professional tenure."

5. Conclusion

Reorganization affects administrative efficiency perceptions differently across age, gender, and experience, with significant statistical support. Tailored strategies are needed to address these disparities.

Discussion

The findings align with prior research (Smith & Johnson, 2020; Kumar & Sharma, 2019) showing demographic influences on change perception. Younger employees' positivity may reflect openness (Lee & Kim, 2022), while gender differences echo Brown and Taylor (2023). Experience results suggest a U-shaped response, with mid-career staff most ambivalent (Singh & Verma, 2020).

Implication

Organizations should customize reorganization approaches, engaging older males and less experienced staff to boost acceptance, while leveraging younger and female employees' support to drive efficiency gains.

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