Table 1

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sex** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Male | 67 | 54.5 | 54.5 | 54.5 |
| Female | 56 | 45.5 | 45.5 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 2

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Age** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 18 - 29 years | 46 | 37.4 | 40.7 | 40.7 |
| 30 - 39 years | 29 | 23.6 | 25.7 | 66.4 |
| 40 - 49 years | 26 | 21.1 | 23.0 | 89.4 |
| 50 and above | 12 | 9.8 | 10.6 | 100.0 |
| Total | 113 | 91.9 | 100.0 |  |
| Missing | System | 10 | 8.1 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 3

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Marital Status** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Single | 56 | 45.5 | 48.3 | 48.3 |
| Married | 48 | 39.0 | 41.4 | 89.7 |
| Widowed | 9 | 7.3 | 7.8 | 97.4 |
| Divorced | 3 | 2.4 | 2.6 | 100.0 |
| Total | 116 | 94.3 | 100.0 |  |
| Missing | System | 7 | 5.7 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 4

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Department** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | ICT | 14 | 11.4 | 11.6 | 11.6 |
| Admin | 22 | 17.9 | 18.2 | 29.8 |
| Bursary | 3 | 2.4 | 2.5 | 32.2 |
| Library | 10 | 8.1 | 8.3 | 40.5 |
| PPW | 2 | 1.6 | 1.7 | 42.1 |
| Health Centre and Cafeteria | 40 | 32.5 | 33.1 | 75.2 |
| Registry | 15 | 12.2 | 12.4 | 87.6 |
| Security | 15 | 12.2 | 12.4 | 100.0 |
| Total | 121 | 98.4 | 100.0 |  |
| Missing | System | 2 | 1.6 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 5

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Work Experience** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 - 4 years | 66 | 53.7 | 54.1 | 54.1 |
| 5 - 8 years | 26 | 21.1 | 21.3 | 75.4 |
| 9 - 12 years | 11 | 8.9 | 9.0 | 84.4 |
| 13 - 16 years | 9 | 7.3 | 7.4 | 91.8 |
| Above 16 years | 9 | 7.3 | 7.4 | 99.2 |
| 22.00 | 1 | .8 | .8 | 100.0 |
| Total | 122 | 99.2 | 100.0 |  |
| Missing | System | 1 | .8 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 6

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **A2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 52 | 42.3 | 42.3 | 42.3 |
| Agree | 58 | 47.2 | 47.2 | 89.4 |
| Undecided | 11 | 8.9 | 8.9 | 98.4 |
| Disagree | 1 | .8 | .8 | 99.2 |
| Strongly Disagree | 1 | .8 | .8 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 7

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **A3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 47 | 38.2 | 38.5 | 38.5 |
| Agree | 52 | 42.3 | 42.6 | 81.1 |
| Undecided | 14 | 11.4 | 11.5 | 92.6 |
| Disagree | 8 | 6.5 | 6.6 | 99.2 |
| Strongly Disagree | 1 | .8 | .8 | 100.0 |
| Total | 122 | 99.2 | 100.0 |  |
| Missing | System | 1 | .8 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 8

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **A4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 44 | 35.8 | 35.8 | 35.8 |
| Agree | 46 | 37.4 | 37.4 | 73.2 |
| Undecided | 27 | 22.0 | 22.0 | 95.1 |
| Disagree | 5 | 4.1 | 4.1 | 99.2 |
| Strongly Disagree | 1 | .8 | .8 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 9

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **A6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 37 | 30.1 | 30.6 | 30.6 |
| Agree | 42 | 34.1 | 34.7 | 65.3 |
| Undecided | 21 | 17.1 | 17.4 | 82.6 |
| Disagree | 20 | 16.3 | 16.5 | 99.2 |
| Strongly Disagree | 1 | .8 | .8 | 100.0 |
| Total | 121 | 98.4 | 100.0 |  |
| Missing | System | 2 | 1.6 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 10

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **A7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 36 | 29.3 | 29.3 | 29.3 |
| Agree | 57 | 46.3 | 46.3 | 75.6 |
| Undecided | 13 | 10.6 | 10.6 | 86.2 |
| Disagree | 14 | 11.4 | 11.4 | 97.6 |
| Strongly Disagree | 3 | 2.4 | 2.4 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 11

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **B9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 40 | 32.5 | 32.5 | 32.5 |
| Agree | 52 | 42.3 | 42.3 | 74.8 |
| Undecided | 17 | 13.8 | 13.8 | 88.6 |
| Disagree | 11 | 8.9 | 8.9 | 97.6 |
| Strongly Disagree | 3 | 2.4 | 2.4 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 12

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **B10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 33 | 26.8 | 26.8 | 26.8 |
| Agree | 58 | 47.2 | 47.2 | 74.0 |
| Undecided | 21 | 17.1 | 17.1 | 91.1 |
| Disagree | 9 | 7.3 | 7.3 | 98.4 |
| Strongly Disagree | 2 | 1.6 | 1.6 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 13

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **B11** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 29 | 23.6 | 24.0 | 24.0 |
| Agree | 51 | 41.5 | 42.1 | 66.1 |
| Undecided | 23 | 18.7 | 19.0 | 85.1 |
| Disagree | 13 | 10.6 | 10.7 | 95.9 |
| Strongly Disagree | 5 | 4.1 | 4.1 | 100.0 |
| Total | 121 | 98.4 | 100.0 |  |
| Missing | System | 2 | 1.6 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 14

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **B12** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 38 | 30.9 | 30.9 | 30.9 |
| Agree | 51 | 41.5 | 41.5 | 72.4 |
| Undecided | 22 | 17.9 | 17.9 | 90.2 |
| Disagree | 9 | 7.3 | 7.3 | 97.6 |
| Strongly Disagree | 3 | 2.4 | 2.4 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 15

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **B13** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 53 | 43.1 | 43.1 | 43.1 |
| Agree | 49 | 39.8 | 39.8 | 82.9 |
| Undecided | 9 | 7.3 | 7.3 | 90.2 |
| Disagree | 6 | 4.9 | 4.9 | 95.1 |
| Strongly Disagree | 6 | 4.9 | 4.9 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 16

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **C16** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 29 | 23.6 | 23.6 | 23.6 |
| Agree | 51 | 41.5 | 41.5 | 65.0 |
| Undecided | 23 | 18.7 | 18.7 | 83.7 |
| Disagree | 14 | 11.4 | 11.4 | 95.1 |
| Strongly Disagree | 6 | 4.9 | 4.9 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 17

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **C17** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 24 | 19.5 | 19.7 | 19.7 |
| Agree | 48 | 39.0 | 39.3 | 59.0 |
| Undecided | 26 | 21.1 | 21.3 | 80.3 |
| Disagree | 21 | 17.1 | 17.2 | 97.5 |
| Strongly Disagree | 3 | 2.4 | 2.5 | 100.0 |
| Total | 122 | 99.2 | 100.0 |  |
| Missing | System | 1 | .8 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 18

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **C18** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 24 | 19.5 | 19.5 | 19.5 |
| Agree | 61 | 49.6 | 49.6 | 69.1 |
| Undecided | 23 | 18.7 | 18.7 | 87.8 |
| Disagree | 11 | 8.9 | 8.9 | 96.7 |
| Strongly Disagree | 4 | 3.3 | 3.3 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 19

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **C19** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 38 | 30.9 | 31.4 | 31.4 |
| Agree | 46 | 37.4 | 38.0 | 69.4 |
| Undecided | 21 | 17.1 | 17.4 | 86.8 |
| Disagree | 11 | 8.9 | 9.1 | 95.9 |
| Strongly Disagree | 5 | 4.1 | 4.1 | 100.0 |
| Total | 121 | 98.4 | 100.0 |  |
| Missing | System | 2 | 1.6 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 20

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **C20** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 44 | 35.8 | 35.8 | 35.8 |
| Agree | 42 | 34.1 | 34.1 | 69.9 |
| Undecided | 20 | 16.3 | 16.3 | 86.2 |
| Disagree | 13 | 10.6 | 10.6 | 96.7 |
| Strongly Disagree | 4 | 3.3 | 3.3 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 21

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **C21** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 33 | 26.8 | 27.0 | 27.0 |
| Agree | 49 | 39.8 | 40.2 | 67.2 |
| Undecided | 20 | 16.3 | 16.4 | 83.6 |
| Disagree | 13 | 10.6 | 10.7 | 94.3 |
| Strongly Disagree | 7 | 5.7 | 5.7 | 100.0 |
| Total | 122 | 99.2 | 100.0 |  |
| Missing | System | 1 | .8 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 22

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **D23** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 35 | 28.5 | 28.7 | 28.7 |
| Agree | 47 | 38.2 | 38.5 | 67.2 |
| Undecided | 16 | 13.0 | 13.1 | 80.3 |
| Disagree | 11 | 8.9 | 9.0 | 89.3 |
| Strongly Disagree | 13 | 10.6 | 10.7 | 100.0 |
| Total | 122 | 99.2 | 100.0 |  |
| Missing | System | 1 | .8 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 23

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **D24** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 38 | 30.9 | 30.9 | 30.9 |
| Agree | 38 | 30.9 | 30.9 | 61.8 |
| Undecided | 29 | 23.6 | 23.6 | 85.4 |
| Disagree | 13 | 10.6 | 10.6 | 95.9 |
| Strongly Disagree | 5 | 4.1 | 4.1 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 24

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **D26** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 34 | 27.6 | 27.6 | 27.6 |
| Agree | 48 | 39.0 | 39.0 | 66.7 |
| Undecided | 20 | 16.3 | 16.3 | 82.9 |
| Disagree | 15 | 12.2 | 12.2 | 95.1 |
| Strongly Disagree | 6 | 4.9 | 4.9 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 25

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **D27** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 31 | 25.2 | 29.0 | 29.0 |
| Agree | 43 | 35.0 | 40.2 | 69.2 |
| Undecided | 9 | 7.3 | 8.4 | 77.6 |
| Disagree | 13 | 10.6 | 12.1 | 89.7 |
| Strongly Disagree | 11 | 8.9 | 10.3 | 100.0 |
| Total | 107 | 87.0 | 100.0 |  |
| Missing | System | 16 | 13.0 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 26

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **D28** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 52 | 42.3 | 42.6 | 42.6 |
| Agree | 48 | 39.0 | 39.3 | 82.0 |
| Undecided | 10 | 8.1 | 8.2 | 90.2 |
| Strongly Disagree | 12 | 9.8 | 9.8 | 100.0 |
| Total | 122 | 99.2 | 100.0 |  |
| Missing | System | 1 | .8 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 27

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E30** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 46 | 37.4 | 37.4 | 37.4 |
| Agree | 48 | 39.0 | 39.0 | 76.4 |
| Undecided | 14 | 11.4 | 11.4 | 87.8 |
| Disagree | 9 | 7.3 | 7.3 | 95.1 |
| Strongly Disagree | 6 | 4.9 | 4.9 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 28

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E31** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 38 | 30.9 | 31.9 | 31.9 |
| Agree | 42 | 34.1 | 35.3 | 67.2 |
| Undecided | 16 | 13.0 | 13.4 | 80.7 |
| Disagree | 14 | 11.4 | 11.8 | 92.4 |
| Strongly Disagree | 9 | 7.3 | 7.6 | 100.0 |
| Total | 119 | 96.7 | 100.0 |  |
| Missing | System | 4 | 3.3 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 29

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E32** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 43 | 35.0 | 35.0 | 35.0 |
| Agree | 35 | 28.5 | 28.5 | 63.4 |
| Undecided | 23 | 18.7 | 18.7 | 82.1 |
| Disagree | 15 | 12.2 | 12.2 | 94.3 |
| Strongly Disagree | 7 | 5.7 | 5.7 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 30

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E33** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 45 | 36.6 | 37.2 | 37.2 |
| Agree | 35 | 28.5 | 28.9 | 66.1 |
| Undecided | 21 | 17.1 | 17.4 | 83.5 |
| Disagree | 12 | 9.8 | 9.9 | 93.4 |
| Strongly Disagree | 8 | 6.5 | 6.6 | 100.0 |
| Total | 121 | 98.4 | 100.0 |  |
| Missing | System | 2 | 1.6 |  |  |
| Total | | 123 | 100.0 |  |  |

Table 31

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E34** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 40 | 32.5 | 32.5 | 32.5 |
| Agree | 49 | 39.8 | 39.8 | 72.4 |
| Undecided | 12 | 9.8 | 9.8 | 82.1 |
| Disagree | 17 | 13.8 | 13.8 | 95.9 |
| Strongly Disagree | 5 | 4.1 | 4.1 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

Table 32

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **E35** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Strongly Agree | 60 | 48.8 | 48.8 | 48.8 |
| Agree | 33 | 26.8 | 26.8 | 75.6 |
| Undecided | 5 | 4.1 | 4.1 | 79.7 |
| Disagree | 18 | 14.6 | 14.6 | 94.3 |
| Strongly Disagree | 7 | 5.7 | 5.7 | 100.0 |
| Total | 123 | 100.0 | 100.0 |  |

From Table 1 down to Table 32, it shows the frequency table of all the questions asked in the questionnaire.

Table 33

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 106 | 86.2 |
| Excludeda | 17 | 13.8 |
| Total | 123 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

Table 34

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .898 | .903 | 27 |

From the table above, we can see that Cronbach's alpha is 0.903. This indicates that our scale has a very high level of internal consistency and it is ranged between 0.889 and 0.903 for the twenty-seven dimensions.

Table 35

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| A2 | 53.9082 | 206.084 | .429 | .531 | .896 |
| A3 | 53.7959 | 198.721 | .605 | .700 | .892 |
| A4 | 53.7347 | 201.475 | .495 | .587 | .894 |
| A6 | 53.4286 | 202.433 | .368 | .348 | .897 |
| A7 | 53.6122 | 205.394 | .336 | .362 | .897 |
| B9 | 53.6633 | 203.648 | .414 | .475 | .896 |
| B10 | 53.7245 | 202.243 | .583 | .652 | .893 |
| B11 | 53.4898 | 201.077 | .462 | .472 | .895 |
| B12 | 53.6020 | 203.211 | .431 | .548 | .896 |
| B13 | 53.7245 | 203.439 | .343 | .414 | .897 |
| C16 | 53.3980 | 203.170 | .348 | .405 | .897 |
| C17 | 53.2449 | 204.042 | .326 | .412 | .898 |
| C18 | 53.5102 | 198.727 | .652 | .599 | .892 |
| C19 | 53.5816 | 196.411 | .599 | .595 | .892 |
| C20 | 53.6327 | 197.699 | .568 | .576 | .893 |
| C21 | 53.4796 | 199.860 | .482 | .543 | .894 |
| D23 | 53.2551 | 207.759 | .149 | .409 | .903 |
| D24 | 53.4286 | 206.124 | .241 | .403 | .900 |
| D26 | 53.4694 | 199.365 | .509 | .485 | .894 |
| D27 | 53.3061 | 188.544 | .712 | .679 | .889 |
| D28 | 53.6224 | 205.969 | .223 | .474 | .901 |
| E30 | 53.6020 | 195.582 | .591 | .793 | .892 |
| E31 | 53.4898 | 193.716 | .606 | .781 | .892 |
| E32 | 53.4592 | 194.993 | .561 | .453 | .893 |
| E33 | 53.5816 | 194.081 | .662 | .713 | .891 |
| E34 | 53.6531 | 197.280 | .619 | .716 | .892 |
| E35 | 53.7857 | 194.026 | .628 | .712 | .891 |

This column displays the value of Cronbach's alpha if that particular item were removed from the scale. We can see that removing any question, except D23, results in a lower Cronbach's alpha. As a result, we would not want to eliminate these questions.

Table 36

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Crosstab** | | | | | | | | |
|  | | | C18 | | | | | Total |
| Strongly Agree | Agree | Undecided | Disagree | Strongly Disagree |  |
| A2 | Strongly Agree | Count | 18 | 23 | 7 | 2 | 2 | 52 |
| Expected Count | 10.1 | 25.8 | 9.7 | 4.7 | 1.7 | 52.0 |
| Agree | Count | 6 | 32 | 12 | 7 | 1 | 58 |
| Expected Count | 11.3 | 28.8 | 10.8 | 5.2 | 1.9 | 58.0 |
| Undecided | Count | 0 | 5 | 4 | 2 | 0 | 11 |
| Expected Count | 2.1 | 5.5 | 2.1 | 1.0 | .4 | 11.0 |
| Disagree | Count | 0 | 0 | 0 | 0 | 1 | 1 |
| Expected Count | .2 | .5 | .2 | .1 | .0 | 1.0 |
| Strongly Disagree | Count | 0 | 1 | 0 | 0 | 0 | 1 |
| Expected Count | .2 | .5 | .2 | .1 | .0 | 1.0 |
| Total | | Count | 24 | 61 | 23 | 11 | 4 | 123 |
| Expected Count | 24.0 | 61.0 | 23.0 | 11.0 | 4.0 | 123.0 |

Table 37

|  |  |  |  |
| --- | --- | --- | --- |
| **Chi-Square Tests** | | | |
|  | Value | df | Asymptotic Significance (2-sided) |
| Pearson Chi-Square | 48.939a | 16 | .000 |
| Likelihood Ratio | 28.173 | 16 | .030 |
| Linear-by-Linear Association | 9.591 | 1 | .002 |
| N of Valid Cases | 123 |  |  |
| a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is .03. | | | |

In the chi-square test here, we are interested in the “Pearson Chi-Square” value and Asymptotic Significance.

The value for the chi-square statistic is 48.939.

In the "Asymptotic Significance (2-sided)" column, the p-value (.000) appears in the same row. If this value is equal to or less than the designated alpha level (.05), the result is significant. Because the p-value is less than the standard alpha value, in this case, we would reject the null hypothesis that the two variables are independent of each other. Simply put, the result is significant - the data suggests that the variables “Time management facilitates the execution of prescribed tasks on a schedule” and “The performance of employees at Anchor University can be enhanced by being timely with their tasks” are related.