

CHAPTER-IV

4. ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

S.NO	Age	Frequency y	Percentage (%)
1	Below 25 yrs.	31	26.0
2	26- 35 yrs.	32	26.7
3	36-45 yrs.	30	25.3
4	Above 45Yrs	27	22.0
	Total	120	100.0

TABLE : 4.1 AGE OF THE RESPONDENTS

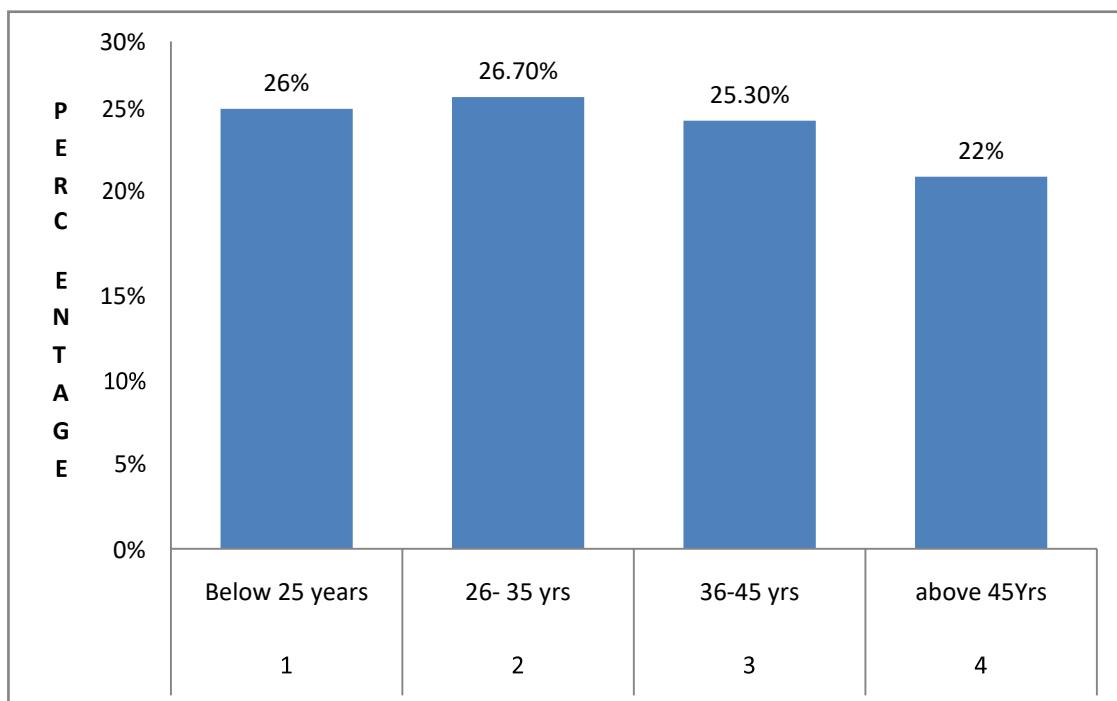


CHART: 4.1 CHART ON AGE OF THE RESPONDENTS

Source Primary data

INTERPRETATION

From the above table it is clear that 26.7% of respondents are of the age group between 26 - 35 years, 26% of the respondents are of the age group between below 25 years, 25.3% of the respondents are of the age group between 36-45 years, 22% of the respondents are of the age group between above 45 year.

S.NO	Gender	Frequency	Percentage (%)
1	Male	70	58.0
2	Female	50	42.0
	Total	120	100.0

TABLE: 4.2 GENDER OF THE RESPONDENTS

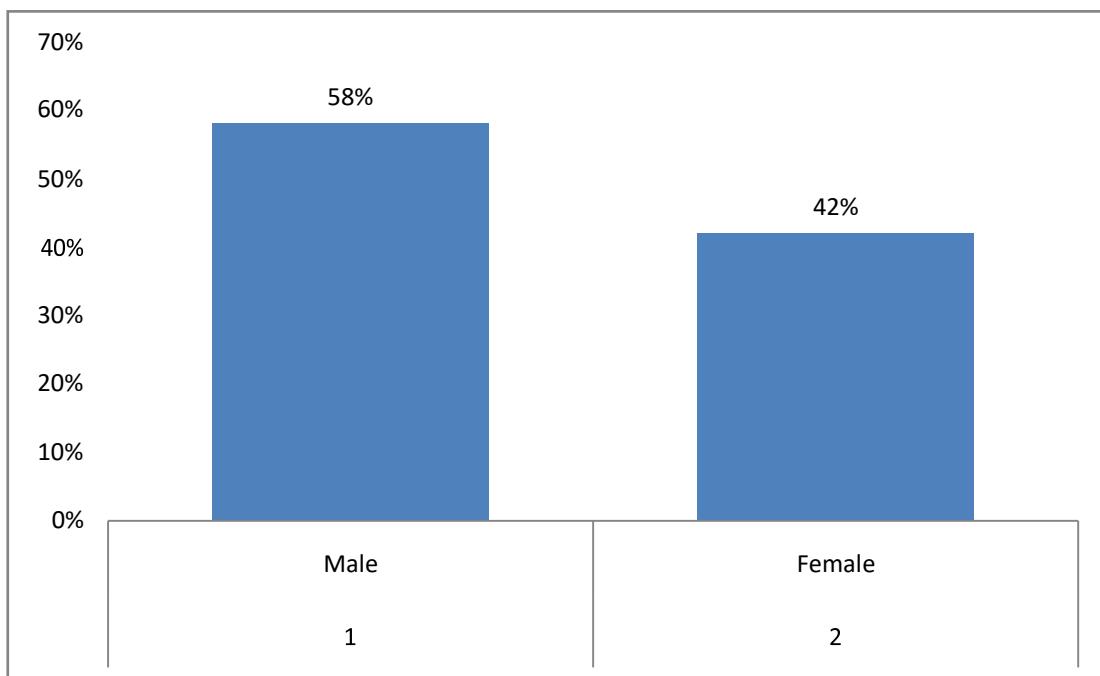


CHART: 4.2 CHART ON GENDER OF THE RESPONDENT

Source Primary data

INTERPRETATION

From the above table it is clear that 58% of respondents are male and 42% of the respondents are female.

S.NO	Educational qualification	Frequency y	Percentage (%)
1	SSLC	31	26.0
2	HSC	22	18.0
3	Diploma	34	28.0
4	UG	16	12.7
5	PG	17	15.3
	Total	120	100

TABLE: 4.3 EDUCATIONAL QUALIFICATION

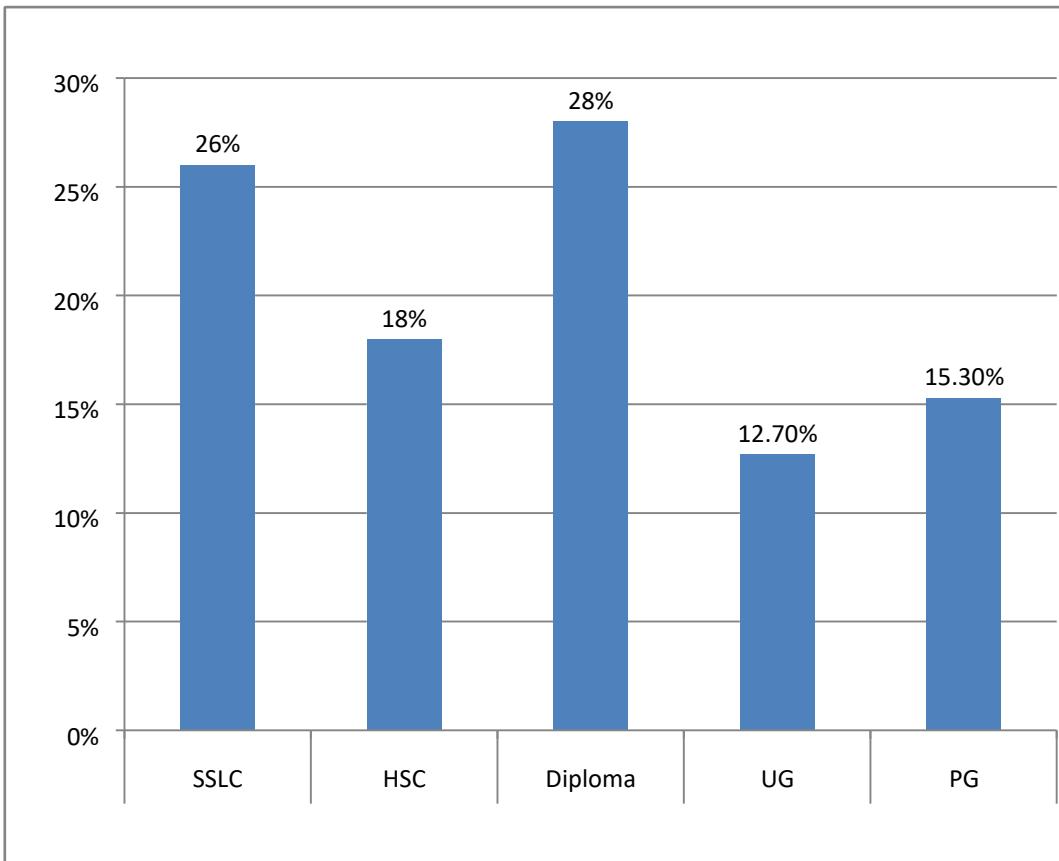


CHART: 4.3 CHART ON EDUCATIONAL QUALIFICATION

Source Primary data

INTERPRETATION

From the above table it is clear that 28% of respondents are diplomats where as 26%, of respondents have completed their SSLC, which is greater than 18% of HSC,15% of respondents have done their PG,12.7% of respondents are UG

S.NO	Monthly income	Frequency	Percentage (%)
1	Below 5000 Rs	9	7.3
2	5000-10000 Rs	21	17.3
3	10001-15000Rs	33	27.3
4	15001-20000Rs	33	27.3
5	Above 20000	24	20.7
	Total	120	100. 0

TABLE:4.4 MONTHLY INCOME

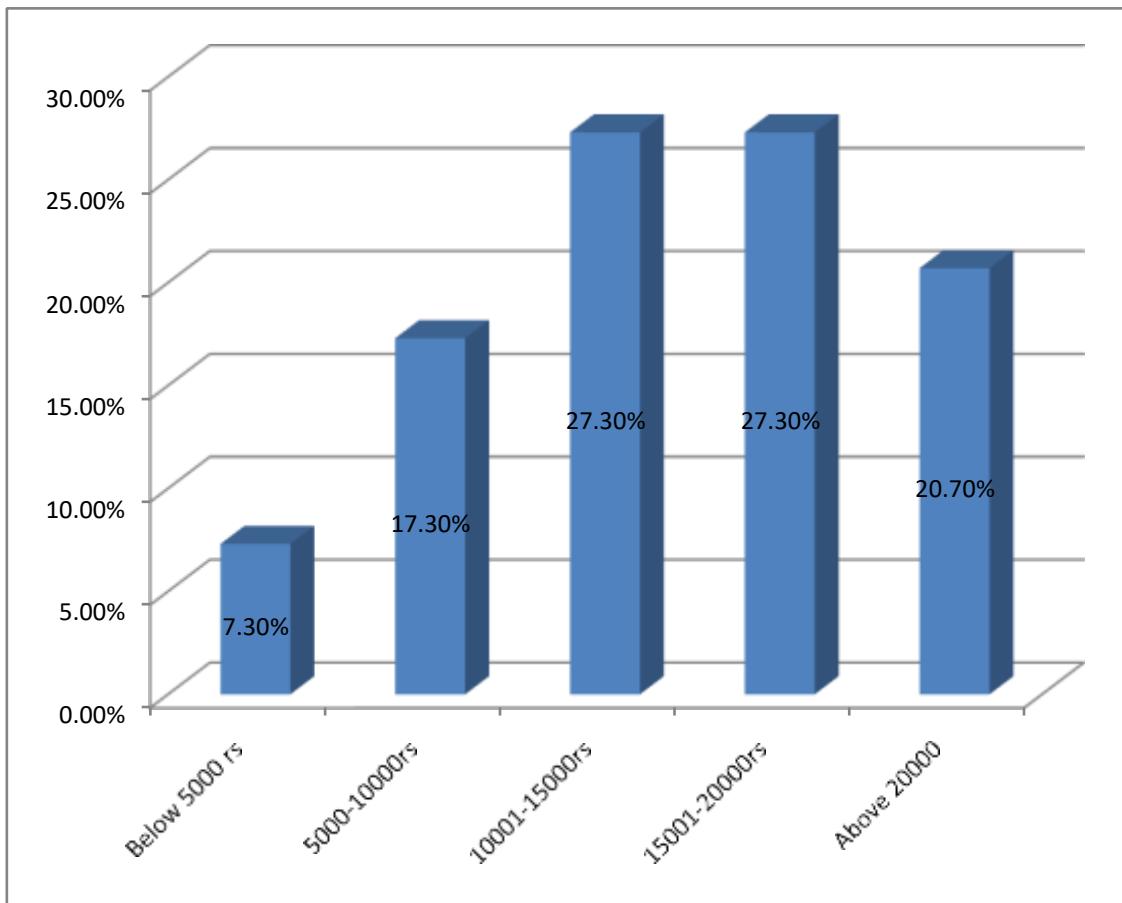


CHART:4.4 CHART ON MONTHLY INCOME

Source Primary data

INTERPRETATION

From the above table it is clear that 27.3% of respondents are of income level 15001-20000 which is equal to that of number of respondents of income level 10001-15000.

S.NO	EXPERIENCE	Frequency	Percentage (%)
1	Below 1 yrs.	6	4.7
2	1-3 yrs.	19	16.0
3	3-5 yrs.	47	39.3
4	5-10yrs	25	20.7
5	Above 10yrs	23	19.3
	Total	120	100.0

TABLE:4.5 EXPERIENCE

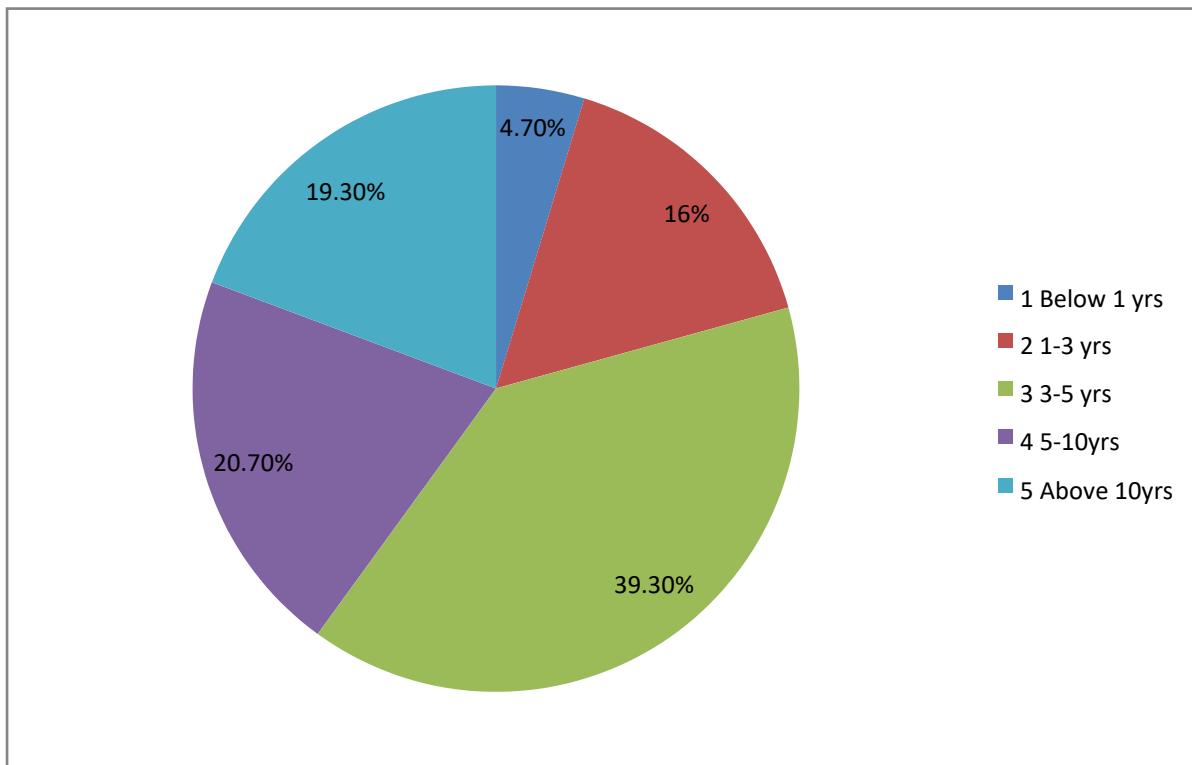


CHART:4.5 CHART ON EXPERIENCE

Source Primary data

INTERPRETATION

From the above table it is clear that 39.3% of respondents have 3-5 years of experience, 20.7% of respondents have 5-10years of experience, 19.3% of respondents have above 10 years of experience, 16% of respondents have 1-3years of experience, 4.7% of respondents have below 1 year of experience.

S.NO	Marital status	Frequency	Percentage (%)
1	Married	93	62.0
2	unmarried	57	38.0
	Total	120	100.0

TABLE:4.6 MARITAL STATUS

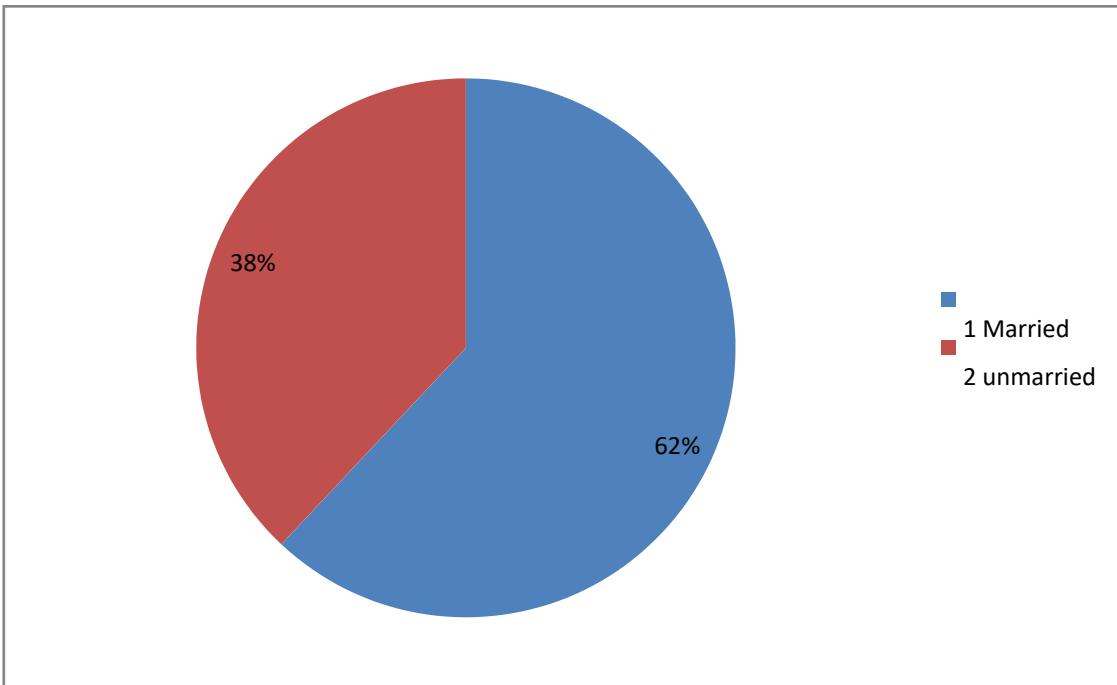


CHART NO:4.6 CHART ON MARITAL STATUS

Source Primary data

INTERPRETATION

From the above table 62% of the respondents are married and 38% of the respondents are married.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	18	15.0
Agree	22	18.3
Neutral	24	20.0
Disagree	32	26.7
Strongly Disagree	24	20.0
Total	120	100.0

TABLE: 4.7 SATISFACTION LEVEL ON GOAL CLARITY

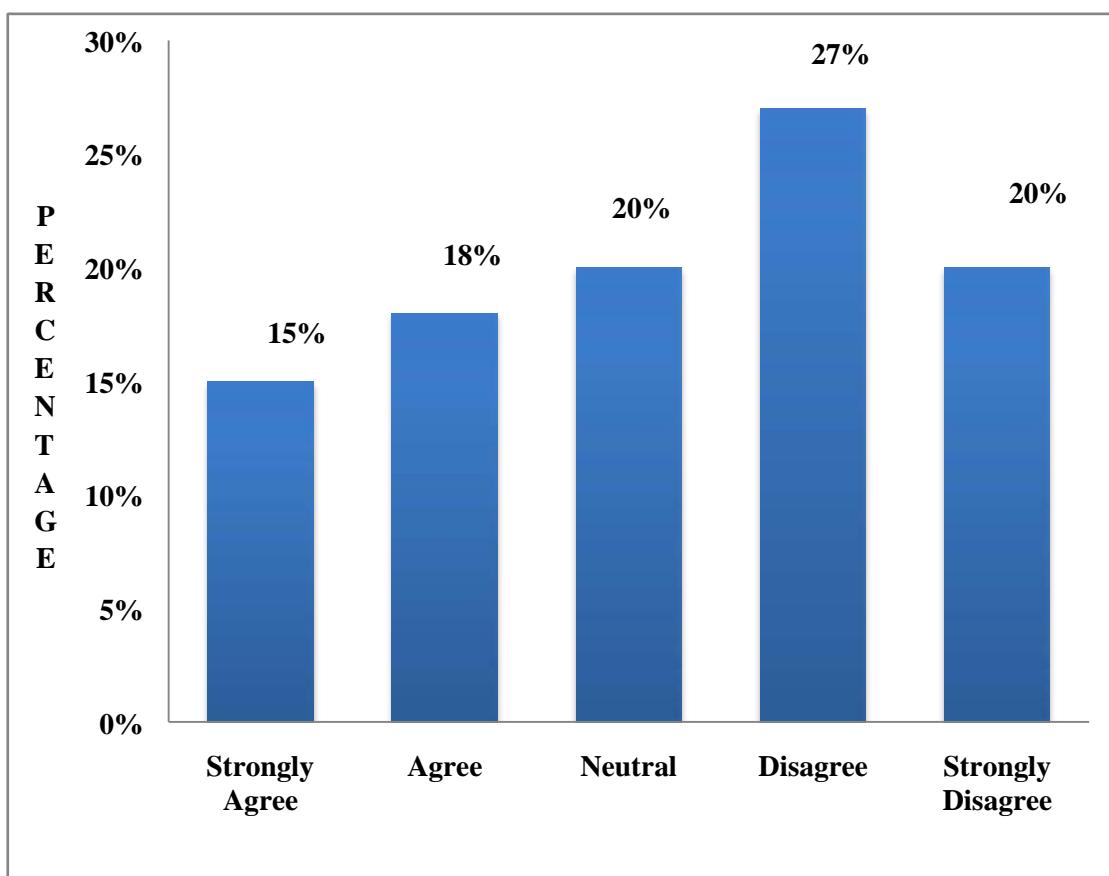


CHART: 4.7 CHART ON SATISFACTION LEVEL ON GOAL CLARITY

INTERPRETATION

15 % of respondents strongly agree that clear goals enable them to do job. 18.3 % of respondents agree that clear goals enable them to do job, 20 % of respondents are neutral and strongly disagree that clear goals enable them to do job. Most of the respondents 26.7% strongly disagree that clear goals enable them to do job.

SATISFACTION ON OPPORTUNITY TO USE ABILITIES AND SKILLS

The satisfaction on opportunity to use abilities and skills of the sample is exhibited in table-4.1.8.satisfaction level on opportunity to use abilities and skills by the employees. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	12	10.0
Agree	16	13.3
Neutral	28	23.3
Disagree	30	25.0
Strongly Disagree	34	28.3
Total	120	100.0

TABLE: 4.8 SATISFACTION LEVEL ON OPPORTUNITIES TO USE SKILLS

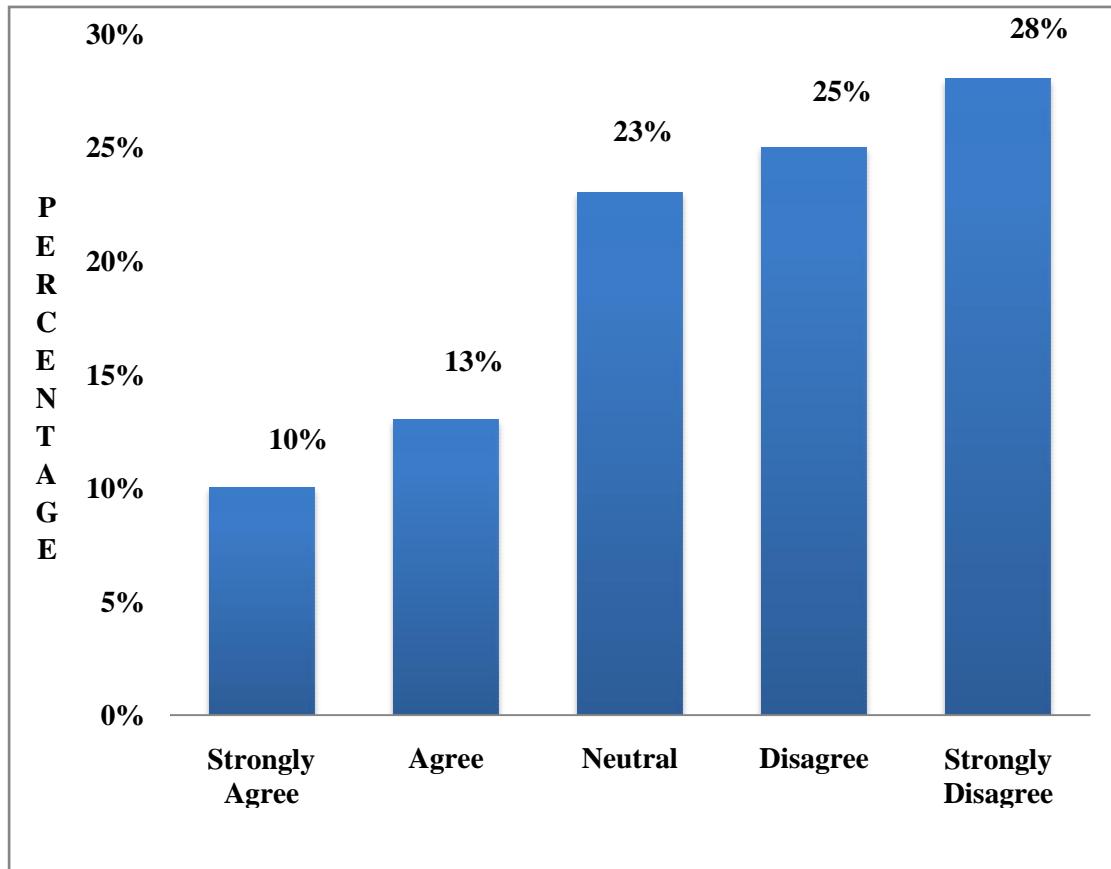


CHART: 4.8 CHART ON OPPORTUNITIES TO USE SKILLS AND JOB SATISFACTION

INTERPRETATION

10 % of respondents strongly agree that they have the opportunity to use my abilities and skills at work. 13.3 % of respondents agree that they have the opportunity to use my abilities and skills at work, 23.3% & 25% of respondents are neutral and disagree respectively. Most of the respondents 28.3% strongly disagree they have the opportunity to use my abilities and skills at work.

SATISFACTION ON JOB ACKNOWLEDGEMENT BY LINE MANAGER

The satisfaction on job acknowledgement by line manager classification of the sample is exhibited in table- 4.1.9.satisfaction level on job acknowledgement by line manager. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	16	13.3
Agree	26	21.7
Neutral	29	24.2
Disagree	22	18.3
Strongly Disagree	27	22.5
Total	120	100.0

TABLE: 4.9 SATISFACTION LEVEL ON JOB ACKNOWLEDGEMENT BY LINE MANAGER

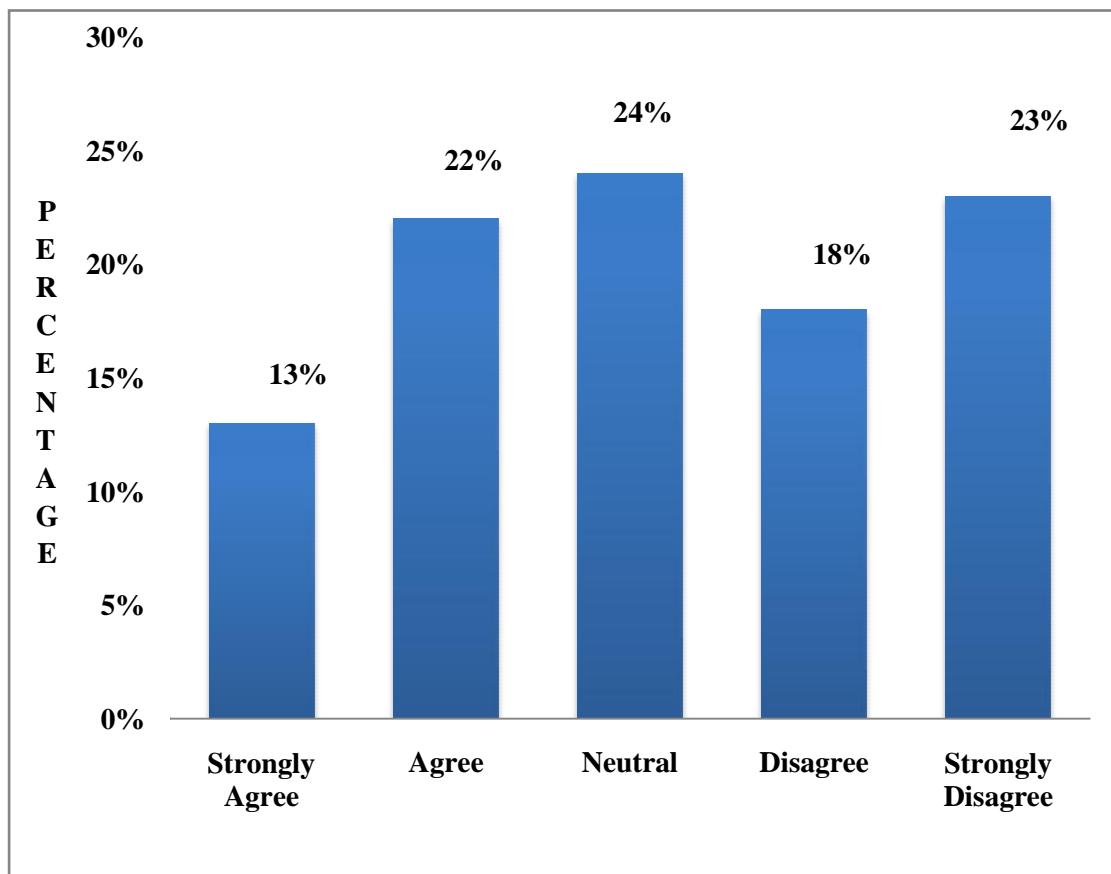


CHART: 4.9 CHAT ON JOB ACKNOWLEDGEMENT BY LINE MANAGER

INTERPRETATION

13.3 % of respondents strongly agree that they get acknowledgement from line manager when they done good job. 21.7 % of respondents agree that they get acknowledgement from line manager when they done good job, 24.2% & 22.5% of respondents are neutral and strongly disagree respectively. 18.3% disagree they get acknowledgement from line manager when they done good job.

SATISFACTION WITH THE CAREER OPPORTUNITIES AVAILABLE IN COMPANY

The satisfaction with career opportunities available in company classification of the sample is exhibited in table- 4.1.10.satisfaction level on career opportunities available in company. The respondents are classified into five groups likely Highly Satisfied, Satisfied, Moderate, Dissatisfied and Highly Dissatisfied.

Particulars	No.of Respondents	Percentage (%)
Highly Satisfied	7	5.8
Satisfied	17	14.2
Moderate	33	27.5
Dissatisfied	28	23.3
Highly Dissatisfied	35	29.2
Total	120	100.0

TABLE: 4.10 SATISFACTION LEVEL ON CAREER OPPORTUNITIES AVAILABLE IN COMPANY

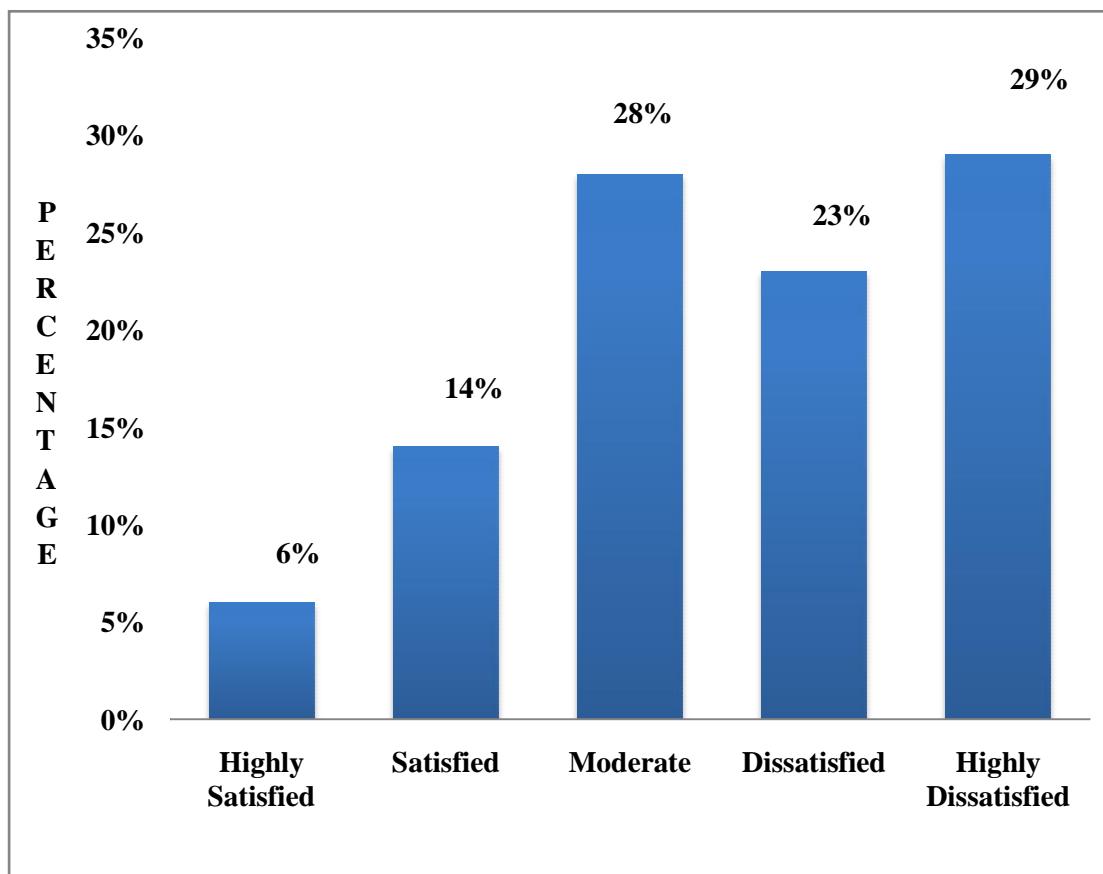


CHART: 4.10 SATISFACTION LEVEL ON CAREER OPPORTUNITIES AVAILABLE IN COMPANY

INTERPRETATION

5.8 % of respondents are highly satisfied with career opportunities. 14.2 % of respondents are satisfied, 27.5 % of respondents are moderately satisfied. 23.3 % of respondents are dissatisfied. Most of the respondents (29.2%) are highly dissatisfied with career opportunities.

SATISFACTION WITH TRAINING RECEIVED TO PERFORM JOB

The satisfaction on training received to perform job classification of the sample is exhibited in table- 4.1.11.satisfaction level on training received to perform job by the employees. The respondents are classified into five groups likely Highly Satisfied, Satisfied, Moderate, Dissatisfied and Highly Dissatisfied.

Particulars	No.of Respondents	Percentage (%)
Highly Satisfied	11	9.2
Satisfied	20	16.7
Neutral	22	18.3
Dissatisfied	32	26.7
Highly Dissatisfied	35	29.2
Total	120	100.0

TABLE: 4.11 SATISFACTION LEVEL ON TRAINING RECEIVED TO PERFORM JOB

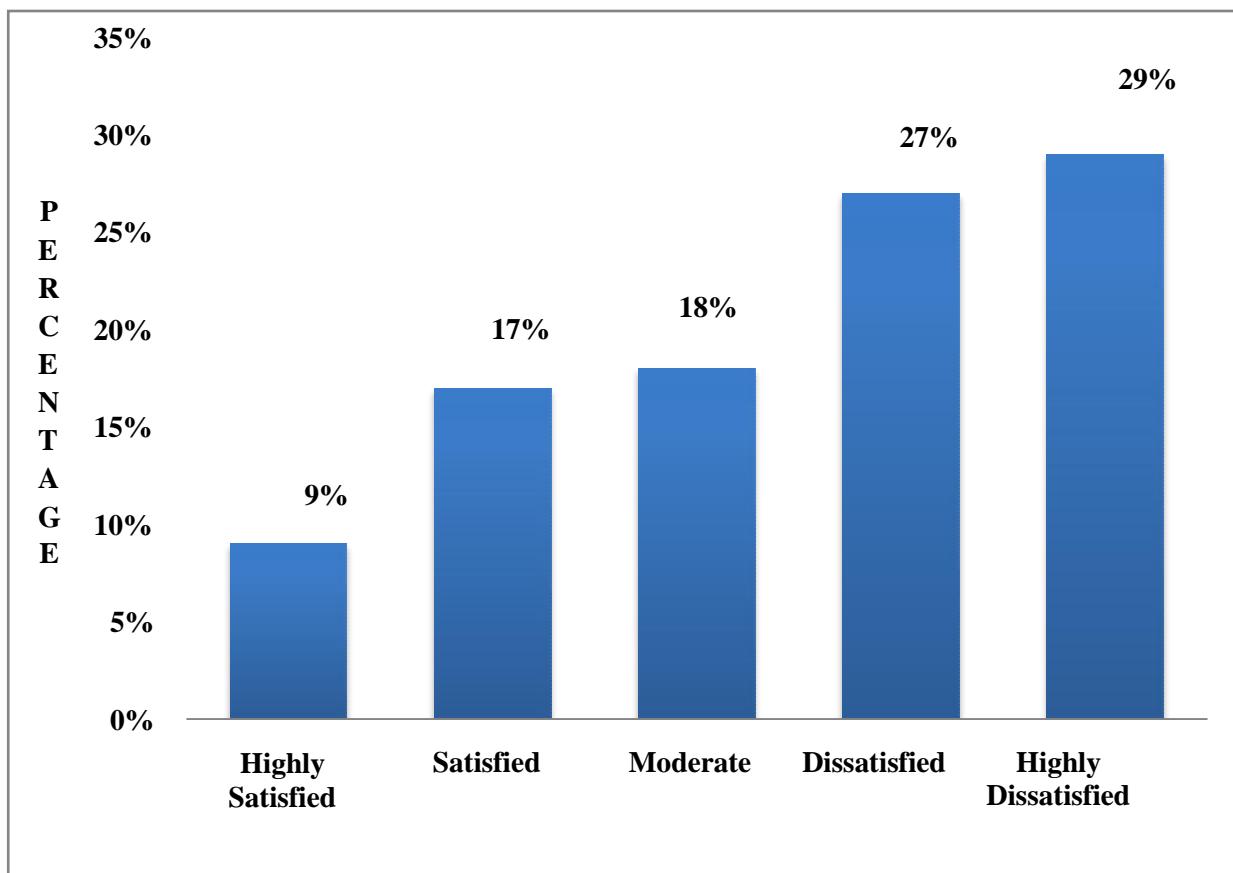


CHART: 4.11 SATISFACTION LEVEL ON TRAINING RECEIVED TO PERFORM JOB

INTERPRETATION

5.8 % of respondents are highly satisfied with career opportunities. 14.2 % of respondents are satisfied, 27.5 % of respondents are moderately satisfied. 23.3 % of respondents are dissatisfied. Most of the respondents (29.2%) are highly dissatisfied with career opportunities.

SATISFACTION ON PRESSURE AT WORK

The satisfaction on pressure at work classification of the sample is exhibited in table-4.1.12.satisfaction level on pressure at work. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	6	5.0
Agree	14	11.7
Neutral	28	23.3
Disagree	34	28.3
Strongly Disagree	38	31.7
Total	120	100.0

TABLE: 4.12 SATISFACTION LEVEL ON PRESSURE AT WORK

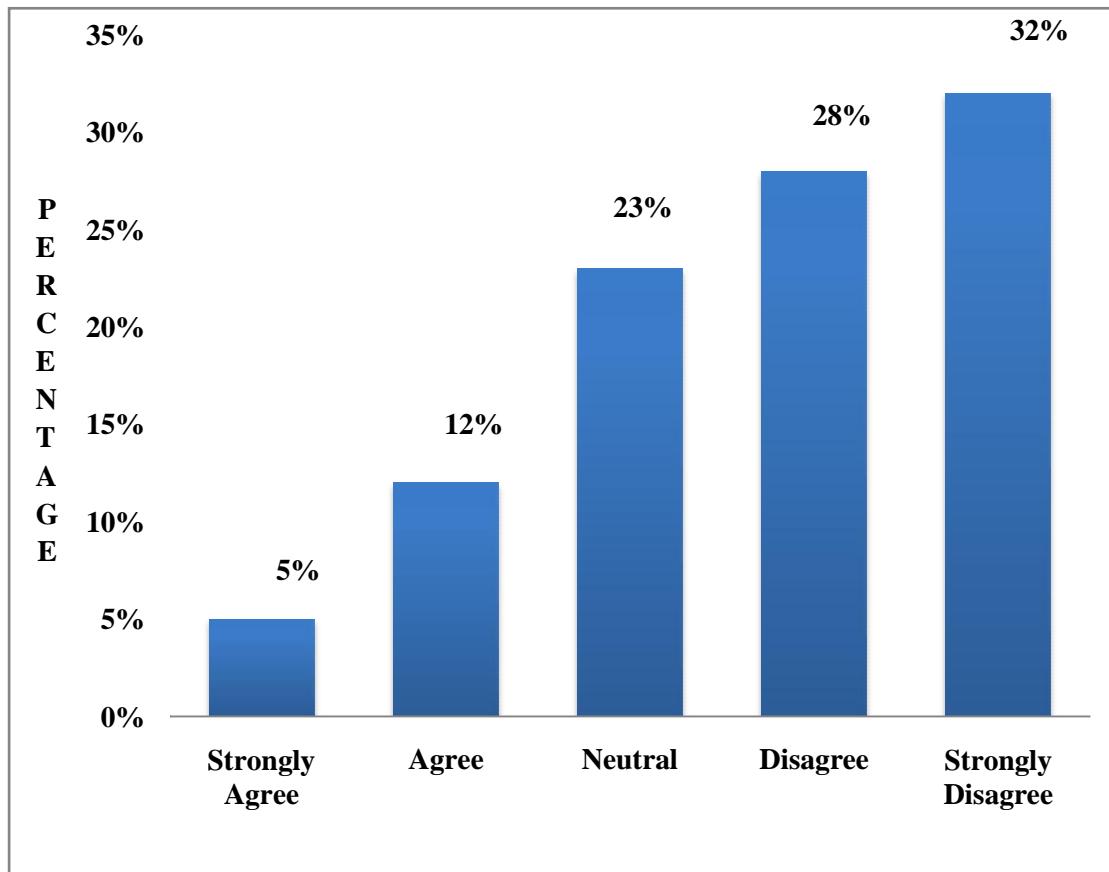


CHART: 4.12 SATISFACTION LEVEL ON PRESSURE AT WORK

INTERPRETATION

5 % of respondents strongly agree that they feel under pressure at work. 11.7 % of respondents agree that they feel under pressure at work 23.3% & 28.3% of respondents are neutral and disagree respectively. Most of the respondents 31.7% strongly disagree that they feel under pressure at work.

SATISFACTION ON THE WORKLOAD PLACED

The satisfaction on workload placed classification of the sample is exhibited in table-4.1.13.satisfaction level on workload placed for the employees. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	9	7.5
Agree	19	15.8
Neutral	29	24.2
Disagree	24	20.0
Strongly Disagree	39	32.5
Total	120	100.0

TABLE: 4.13 SATISFACTION LEVEL ON WORKLOAD PLACED

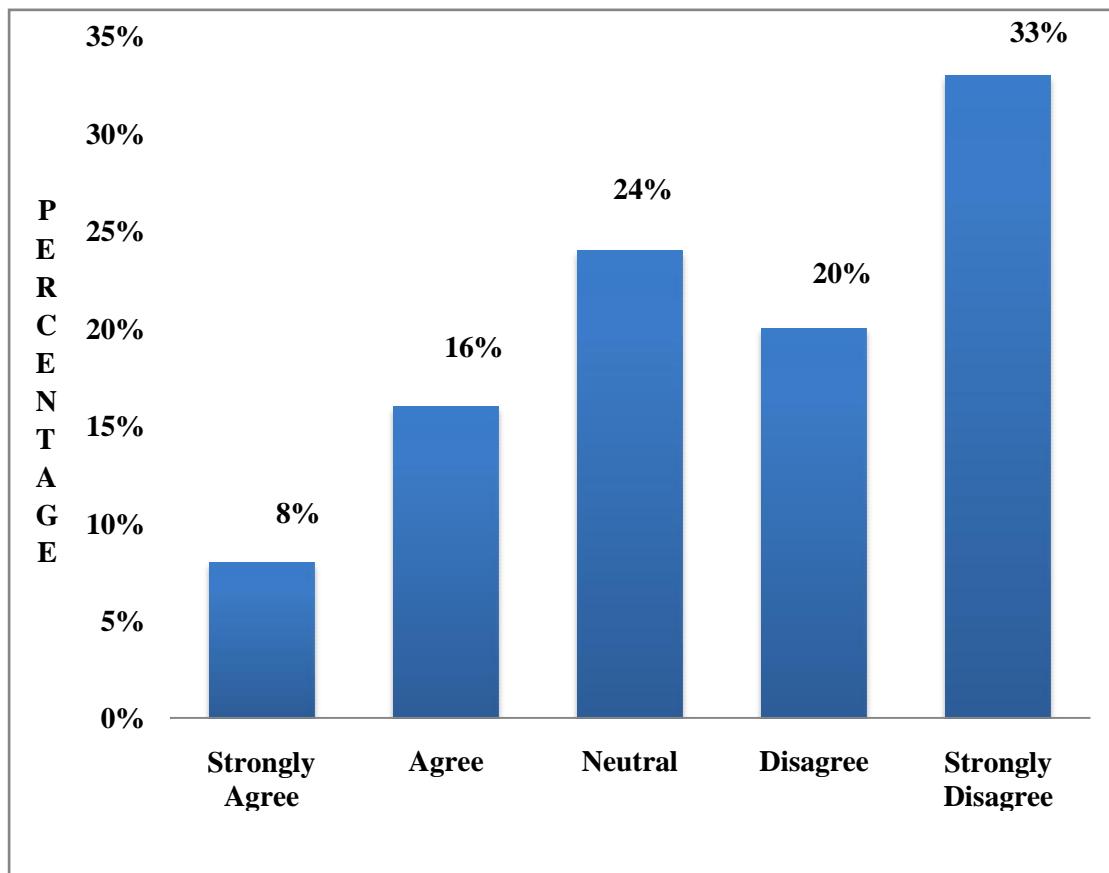


CHART: 4.13 SATISFACTION LEVEL ON WORKLOAD PLACED

INTERPRETATION

7.5 % of respondents strongly agree that workload placed on me is more than I can handle. 15.8 % of respondents agree that workload placed on me is more than I can handle, 24.2% & 20% of respondents are neutral and disagree respectively. Most of the respondents 32.5% strongly disagree that workload placed on me is more than I can handle.

SATISFACTION ON LEVELS OF STRESS AT WORK

The satisfaction on levels of stress at work classification of the sample is exhibited in table- 4.1.14.satisfaction on levels of stress at work. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	8	6.7
Agree	26	21.7
Neutral	32	26.7
Disagree	30	25.0
Strongly Disagree	24	20.0
Total	120	100.0

TABLE: 4.14 SATISFACTION ON LEVELS OF STRESS AT WORK

INTERPRETATION

6.7 % of respondents strongly agree that they often feel excessive levels of stress at work. 21.7 % of respondents agree that they often feel excessive levels of stress at work, 25% & 20% of respondents are disagree and strongly disagree respectively. 26.7% neutrally disagree that they often feel excessive levels of stress at work.

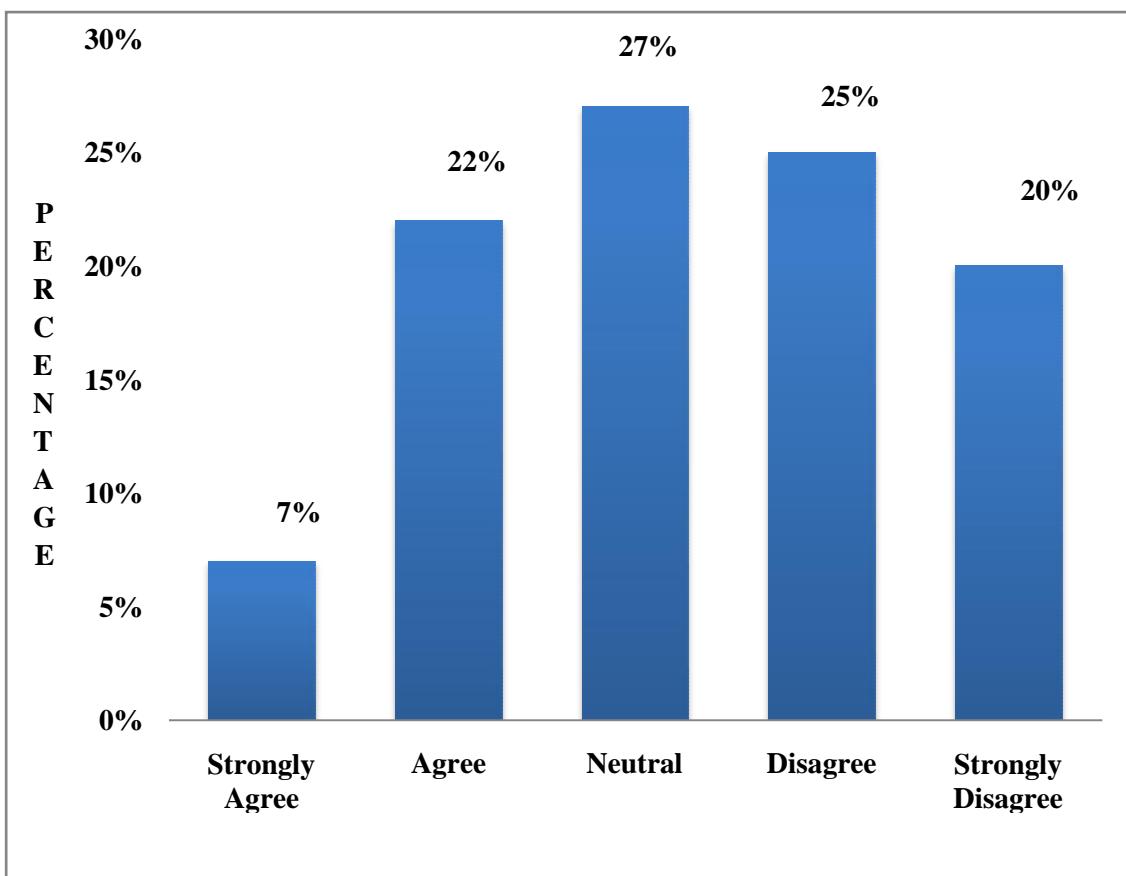


CHART: 4.14 SATISFACTION ON LEVELS OF STRESS AT WORK

SATISFACTION ON FRICTION OR ANGER AMONGST COLLEAGUES

The satisfaction on friction or anger amongst colleagues classification of the sample is exhibited in table- 4.1.15.satisfaction level on friction or anger amongst colleagues. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	17	14.2
Agree	18	15.0
Neutral	24	20.0
Disagree	24	20.0
Strongly Disagree	37	30.8
Total	120	100.0

TABLE: 4.15 SATISFACTION LEVEL ON FRICTION OR ANGER AMONGST COLLEAGUES

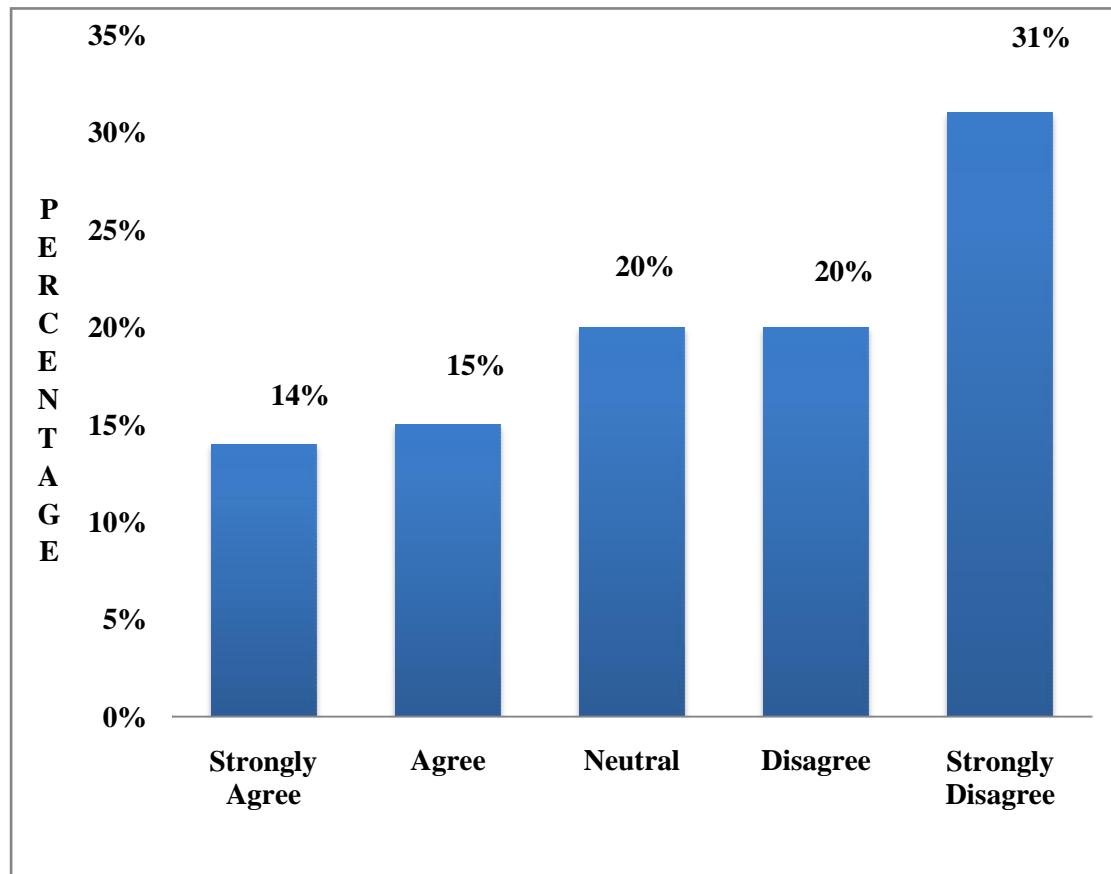


CHART: 4.15 SATISFACTION LEVEL ON FRICTION OR ANGER AMONGST COLLEAGUES

INTERPRETATION

14.2% of respondents strongly agree that there is friction among colleagues. 15% of respondents agree that there is friction among colleagues, 20% of respondents are neutral and disagree respectively. Most of the respondents 30.8% strongly disagree that there is friction among colleagues.

SATISFACTION ON ENCOURAGEMENT TO DEVELOP NEW SKILLS

The satisfaction on encouragement to develop new skills classification of the sample is exhibited in table- 4.1.16.satisfaction level on encouragement to develop new skills by the employees. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	17	14.2
Agree	31	25.8
Neutral	30	25.0
Disagree	18	15.0
Strongly Disagree	24	20.0
Total	120	100.0

TABLE: 4.16 SATISFACTION LEVEL ON ENCOURAGEMENT TO DEVELOP NEW SKILLS

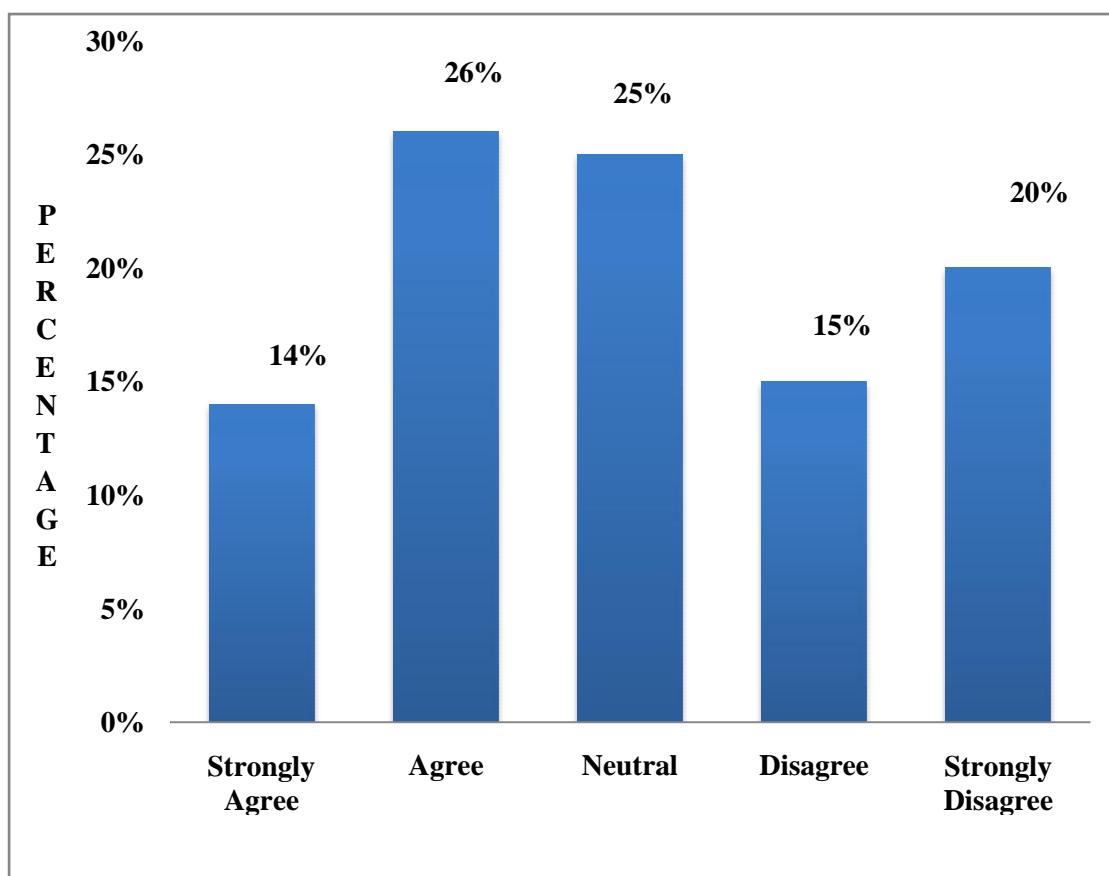


CHART: 4.16 SATISFACTION LEVEL ON ENCOURAGEMENT TO DEVELOP NEW SKILLS

INTERPRETATION

14.2 % of respondents strongly agree that they get encouragement to develop new skills. 25.8 % of respondents agree that they get encouragement to develop new skills, 25% & 20% of respondents are neutral and strongly disagree respectively. 15% disagree that they get encouragement to develop new skills.

SATISFACTION ON JOB RELIABILITY AND SECURITY

The satisfaction on job reliability and security classification of the sample is exhibited in table- 4.1.17.satisfaction level on job reliability and security for the employees. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	14	11.7
Agree	16	13.3
Neutral	22	18.3
Disagree	28	23.3
Strongly Disagree	40	33.3
Total	120	100.0

TABLE: 4.17 SATISFACTION LEVEL ON JOB RELIABILITY AND SECURITY

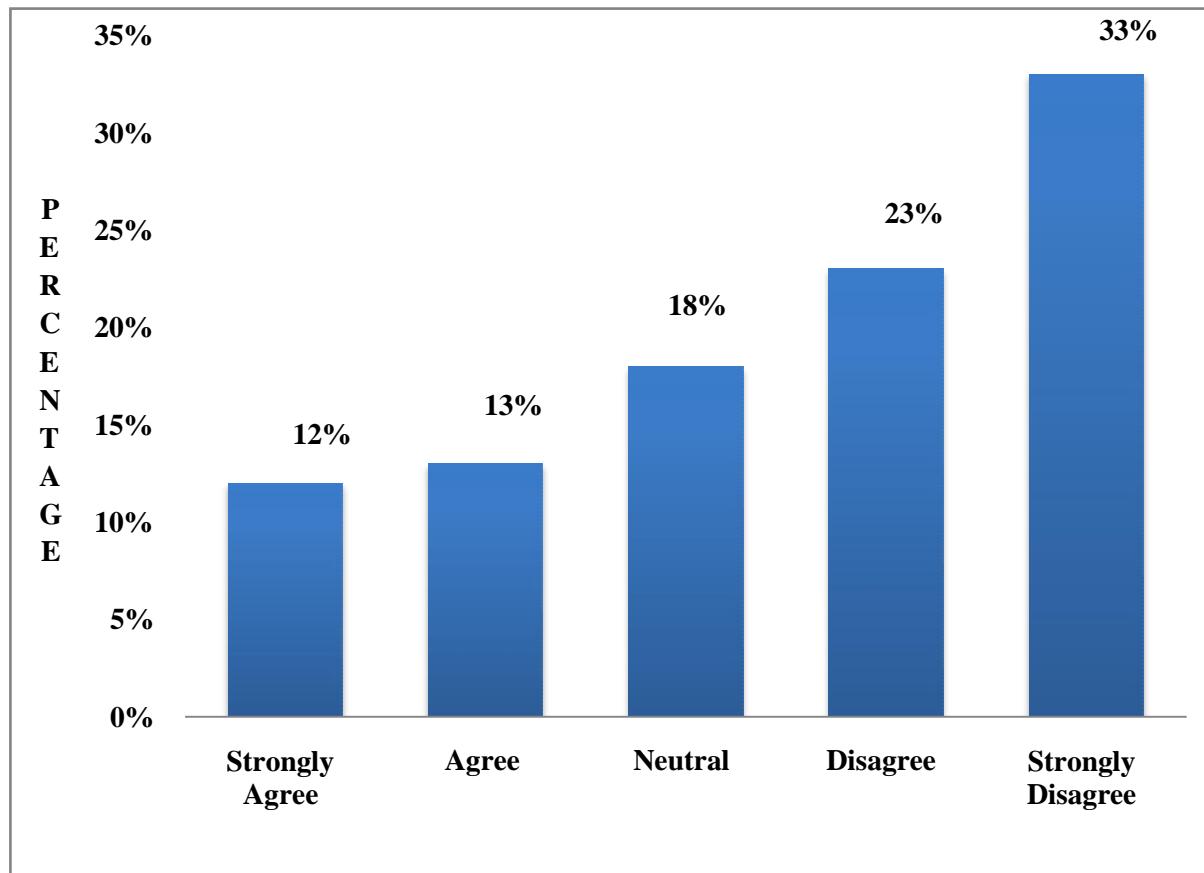


CHART: 4.17 SATISFACTION ON JOB RELIABILITY AND SECURITY

INTERPRETATION

11.7 % of respondents strongly agree that job is reliable and secure. 13.3 % of respondents agree that job is reliable and secure, 18.3% & 23.3% of respondents are neutral and disagree respectively. Most of the respondents 33.3% strongly disagree that job is reliable and secure.

SATISFACTION ON GETTING SUPPORT FROM COLLEAGUES

The satisfaction on getting support from colleagues classification of the sample is exhibited in table- 4.1.18.satisfaction level on getting support from colleagues by the employees. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	12	10.0
Agree	28	23.3
Neutral	18	15.0
Disagree	39	32.5
Strongly Disagree	23	19.2
Total	120	100.0

TABLE: 4.18 SATISFACTION ON GETTING SUPPORT FROM COLLEAGUES

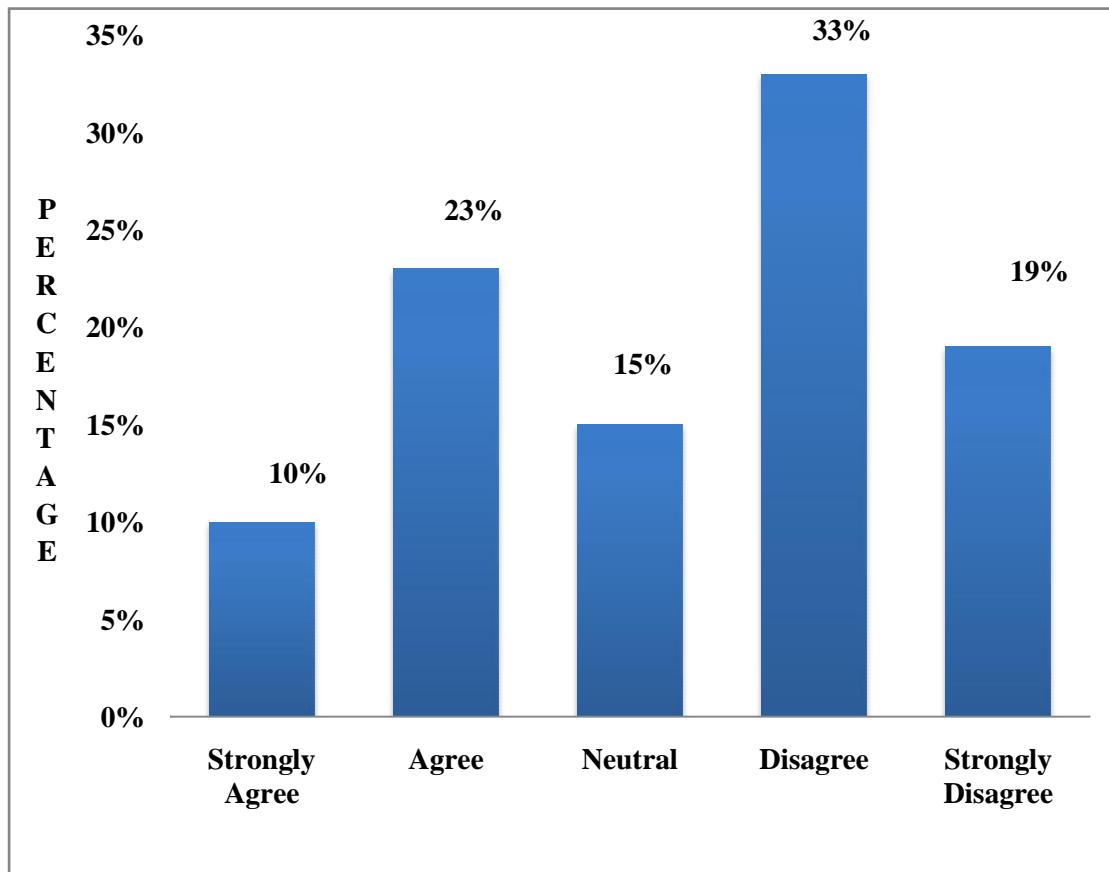


CHART: 4.18 SATISFACTION ON GETTING SUPPORT FROM COLLEAGUES

INTERPRETATION

10% of respondents strongly agree that they get help from colleagues. 23.3 % of respondents agree that they get help from colleagues, 15% & 19.2% of respondents are neutral and strongly disagree respectively. Most of the respondents 32.5% disagree that they get help from colleagues.

SATISFACTION ON JOB PERFORMANCE WITHOUT INTERRUPTION

The satisfaction on job performance without interruption classification of the sample is exhibited in table- 4.1.19.satisfaction level on job performance without interruption by the employees. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	8	6.7
Agree	16	13.3
Neutral	35	29.2
Disagree	27	22.5
Strongly Disagree	34	28.3
Total	120	100.0

TABLE: 4.19 SATISFACTION ON JOB PERFORMANCE WITHOUT INTERRUPTION

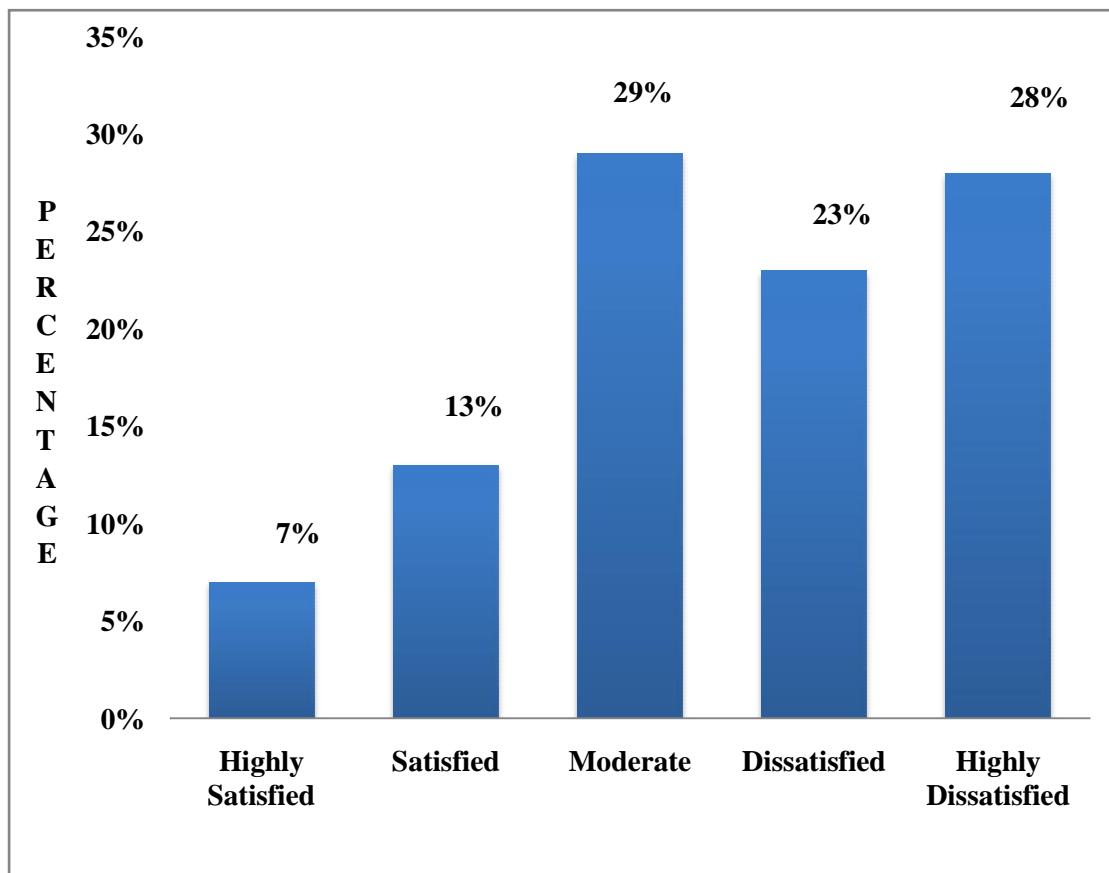


CHART: 4.19 SATISFACTION ON JOB PERFORMANCE WITHOUT INTERRUPTION

INTERPRETATION

6.7 % of respondents strongly agree that they often perform job without interruption.

13.3 % of respondents agree that they often perform job without interruption, 29.2% & 28.3% of respondents are neutral and strongly disagree respectively. 22.5% disagree that they often perform job without interruption.

SATISFACTION ON EMPLOYER HELPS TO DO JOB EFFECTIVELY

The satisfaction on employer helps to do effective job classification of the sample is exhibited in table- 4.1.20.satisfaction level on employer helps to do effective job by the employees. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	17	14.2
Agree	16	13.3
Neutral	28	23.3
Disagree	27	22.5
Strongly Disagree	32	26.7
Total	120	100.0

TABLE: 4.20 SATISFACTION LEVEL ON EMPLOYER HELPS TO DO JOB EFFECTIVELY

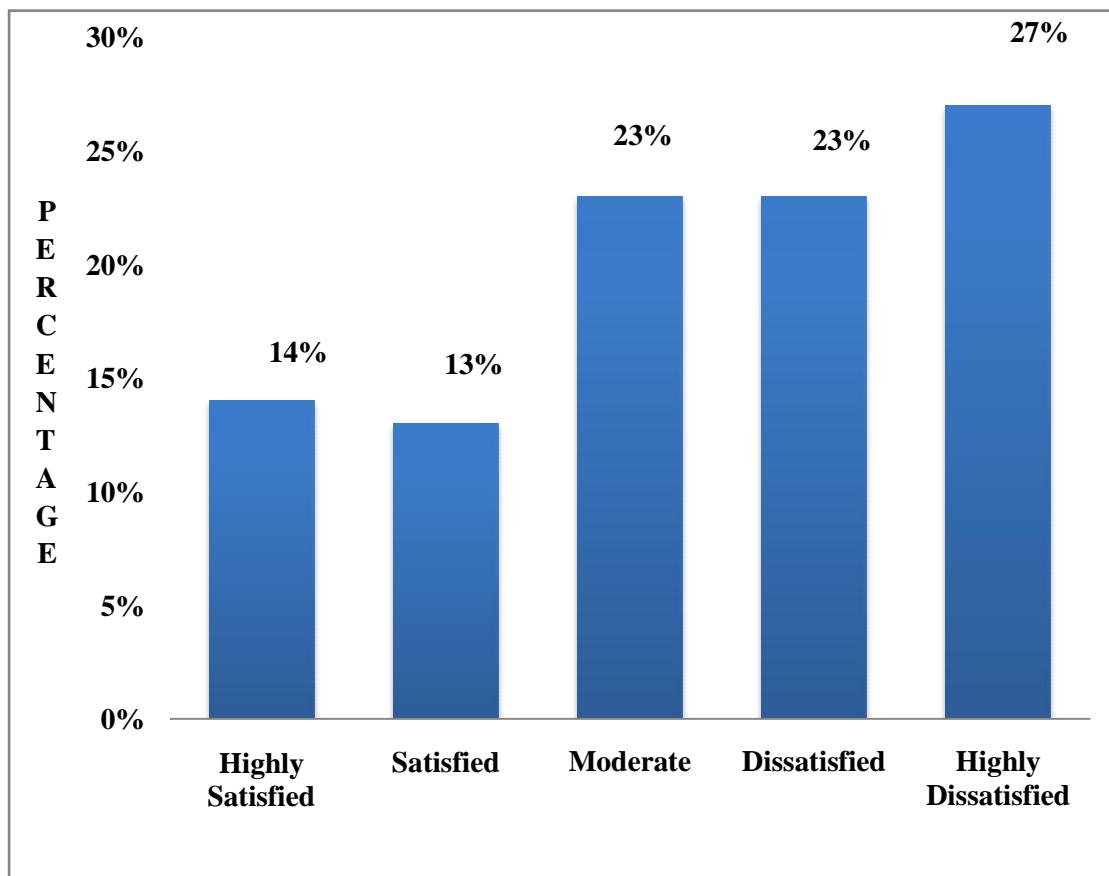


CHART: 4.20 SATISFACTION LEVEL ON EMPLOYER HELPS TO DO JOB EFFECTIVELY

INTERPRETATION

14.2% of respondents strongly agree that they get help from employer to do job effectively. 13.3 % of respondents agree that they get help from employer to do job effectively, 23.3% & 26.7% of respondents are neutral and strongly disagree respectively. 22.5% disagree that they get help from employer to do job effectively

SATISFACTION ON WORK IN A SAFE ENVIRONMENT

The satisfaction on work in a safe environment classification of the sample is exhibited in table- 4.1.21.satisfaction level on work in a safe environment by the employees. The respondents are classified into five groups, likely Strongly disagree, Disagree, Neutral, Agree and Strongly agree.

Particulars	No.of Respondents	Percentage (%)
Strongly Agree	16	13.3
Agree	19	15.8
Neutral	24	20.0
Disagree	23	19.2
Strongly Disagree	38	31.7
Total	120	100.0

TABLE: 4.1.21 SATISFACTION LEVEL ON WORK IN A SAFE ENVIRONMENT

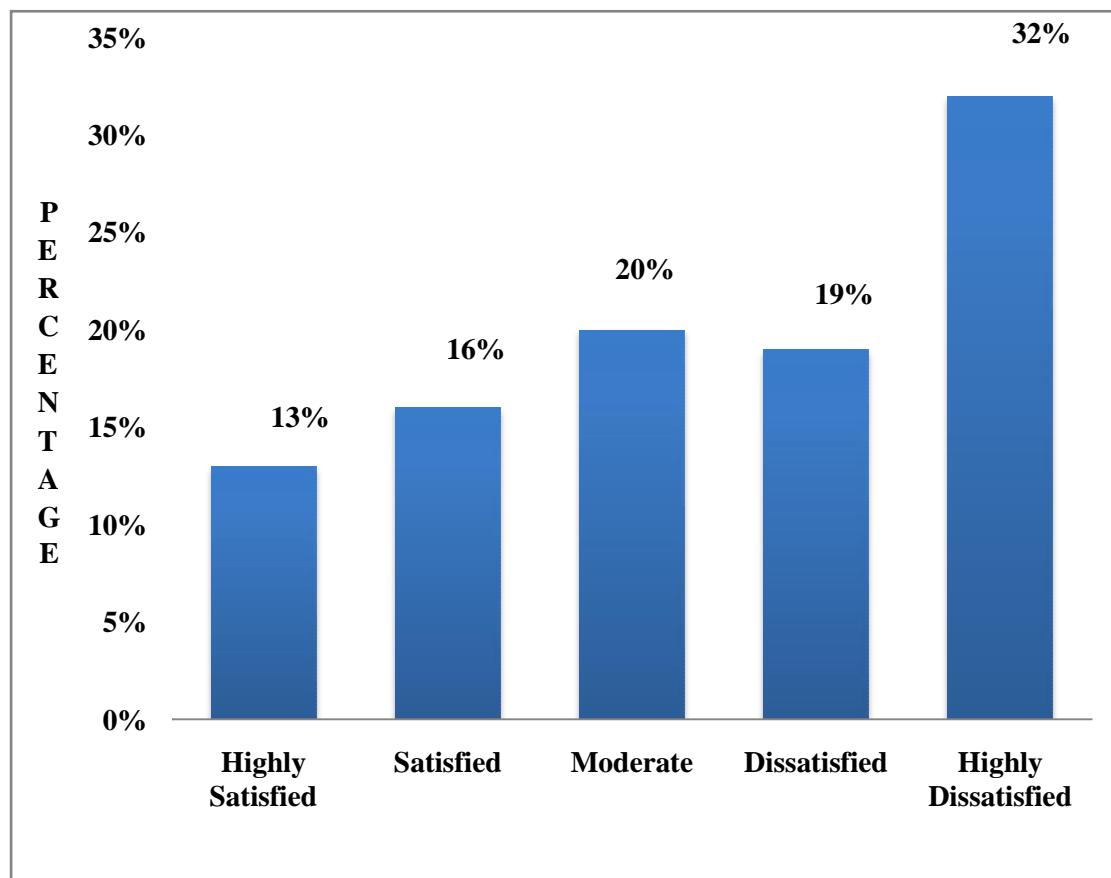


CHART: 4.1.21 SATISFACTION LEVEL ON WORK IN A SAFE ENVIRONMENT

INTERPRETATION

13.3 % of respondents strongly agree that they feel like working in a safe environment. 15.8 % of respondents agree that they get that they feel like working in a safe environment, 20% & 19.2% of respondents are neutral and disagree respectively. Most of the respondents 31.7% strongly disagree that they feel like working in a safe environment.

ANOVA ANALYSIS

4.2. ASSOCIATION BETWEEN PAY STRUCTURE & CAREER OPPORTUNITIES

H0: There is no significant association between pay structure and career opportunities

H1: There is a significant association between pay structure and career opportunities

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6.384	4	1.596	.888	.474
Within Groups	206.816	115	1.798		
Total	213.120	119			

TABLE:4.2.1 ASSOCIATION BETWEEN PAY STRUCTURE & CAREER OPPORTUNITIES

INTERPRETATION

Table – 4.2.1 interprets that pay structure with career opportunities available in company. There is no significant difference found between pay structure and career opportunities since the F – value is not significant at 5% level of significance.

ANALYSIS THROUGH CORRELATION

To find relation between work pressure and anger among Colleagues

Correlations			
	The workload placed on me is more than I can handle.		There friction anger amongst colleagues.
Spearman's rho Correlation Coefficient (2-tailed)	1.000 .120	-.155 .092 120	-.155 .092 120
There is friction or anger Correlation amongst colleagues Coefficient Sig. (2-tailed) N	-.155 .092 120		1.000 .120

INTERPRETATION

Positive correlation exists, hence there is significant relationship between friction or anger among colleagues and workload placed on employees.

To find relation between help from colleagues and job performance without interruption

Correlations

		I get help and support I need from colleagues	I often perform my job without interruption
Spearman's rho I get help and support I need from colleagues	Correlation Coefficient Sig. (2-tailed) N	1.000 .120	-.060 .516 120
I often perform my job without interruption	Correlation Coefficient Sig. (2-tailed) N	-.060 .516 120	1.000 .120

INTERPRETATION

Positive correlation exists; hence there is significant relationship between help from colleagues and job performance without interruption.

DESCRIPTIVE STATISTICS

	N	Mean	Std. Deviation
My employer provides me with what I need to do my job effectively.		2.16	1.111
I work in a safe environment.	120	2.47	1.213
Employee health and safety is a high priority where I work.	120	1.71	.921
The health and safety conditions are satisfactory.	120	3.17	1.351
Working conditions need to be improved	120	2.21	1.224
Valid N (listwise)	120		
	120		
	120		

TABLE 4.4.1 SAFETY MEASURES AND WORKING CONDITIONS OF AN EMPLOYEES

INTERPRETATION

By doing Descriptive Statistics, the mean value of considering factor is purity as 3.17, which is significantly highest among all other factors (i.e.,) most of the employees satisfy with health and safety conditions and safe working environment.

Descriptive Statistics

	N	Mean	Std. Deviation
Pay structure	120	2.60	1.148
Job security	120	2.32	1.124
Promotional aspects	120	2.66	1.086
Company policy & Procedures	120	2.51	1.103
Recreational facility	120	3.16	.927
Loan facility	120	2.14	.962
Provident fund	120	3.03	.921
Gratuity & pension	120	3.01	.871
Valid N (listwise)	120		

TABLE 4.4.2 FINANCIAL SUPPORTS PROVIDED BY THE COMPANY TO THEIR EMPLOYEES

INTERPRETATION

By doing Descriptive Statistics, the maximum mean value of financial support provided is Recreational facility as 3.16, which is significantly highest among all other factors.

Descriptive Statistics

	N	Mean	Std. Deviation
In my organization specific WLB policy has been established documented.	120	2.75	1.686
The Employees are expected to adhere to and sign the wlb policy	120	2.70	1.389
The organization provides family – friendly policies that help me to fulfill family commitments.	120	2.60	1.186
Various unique programmes are offered by the organization to the employees for maintaining WLB.	120	2.81	1.246
I can access flexible work schedule in my organization.	120	2.73	1.659
Employees are expected to attend training programmes for WLB conducted inside and outside the organization.	120	2.77	1.374
Valid N (listwise)	120		

TABLE 4.4.3 WORK-LIFE BALANCE IN THE WORK ENVIRONMENT

INTERPRETATION

By doing Descriptive Statistics, the maximum mean value given by employees is unique programmes are offered by the organization as 2.81, which is significantly highest among all other factors.

Descriptive Statistics

	N	Mean	Std. Deviation
My job keeps me away from my family too much.	120	2.61	1.202
I often come home late in the evening.	120	2.33	1.099
I get disturbed when there is a delay in the completion of work.	120	1.58	.676
I plan my work and perform orderly without any delay.	120	2.60	1.186
I am ready to take too many tasks at a full stretch.	120	1.42	.496
I will always finish my work without pending.	120	3.45	2.078
Valid N (listwise)	120		

TABLE 4.4.4 EMPLOYEE WORKLOAD

INTERPRETATION

By doing Descriptive Statistics, the mean value of always finishing work without pending as 3.45, which is significantly highest among all other factors.

ANALYSIS THROUGH REGRESSION

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.020 ^a	.000	-.005	1.101

TABLE NO: 4.5.1 MODEL SUMMARY

a. Predictors: (Constant), Age, Education Level

The R column represents the value of R, the multiple correlation coefficients. R can be considered to be one measure of the Work life balance of the prediction of the dependent variable, in this education analysis based on age (Dependent variable). A value of 0.020 indicates a good level of prediction.

The "R Square" column represents the R2 value, from our value of -.005 that our independent variables explain -.5% of the variability of our dependent variable of education level.