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Concept of P value			
P value	Notation	Level of Significance	Results
0.000 to 0.010	**	Highly Significant	Reject NH at 1 % level
0.011 to 0.050	*	Significant	Reject NH at 5 % level
0.051 to 1.000	No star	Not Significant	Accept NH at 5 % level
0.000 denoted as < 0.001**			

Category of statistical Test using suitable Measurement of scale

S.No	Name of the test	Type of Test	No. of variables	Measurement scale of First variable	Measurement scale of Second variable
1	t test for single mean	Parametric	One	Ordinal or Scale	-
2	t test for difference of two means (Independent sample t test)	Parametric	Two	Nominal – Two Groups	Ordinal or Scale
3	Paired t test (Dependent Sample)	Parametric	Two - with Equal weightage	Ordinal or Scale	Ordinal or Scale
4	One way ANOVA	Parametric	Two	Nominal – More than Two Groups	Ordinal or Scale
5	Chi-square test for Goodness of fit	Non-Parametric	One	Nominal	-
6	Chi-square test for Independence	Non-Parametric	Two	Nominal	Nominal
7	Correlation Coefficient	Parametric	Two	Scale	Scale
8	Rank Correlation	Non-Parametric	Two	Ordinal	Ordinal
9	Mann-Whitney U test	Non-Parametric	Two	Nominal – Two Groups	Ordinal or Scale
10	Wilcoxon Sign Rank Test	Non-Parametric	Two - with equal weightage	Ordinal or Scale	Ordinal or Scale
11	Krushkal Wallis test	Non-Parametric	Two	Nominal – More than Two Groups	Ordinal or Scale
12	Friedman test	Non-Parametric	More than Two with equal weightage	Ordinal or Scale	

Questionnaire for Job Descriptions of Employees in HBAT Industry

Name :
 Gender : 1. Male 2. Female
 Age Group in years : 1. Upto 30 2. 31-40 3. 41-50 4. Above 50
 Nature of Job : 1. Full Time 2. Part Time
 Experience in years : 1. Upto 5 2. 6-15 3. 16-25 4. Above 25

SA - Strongly Agree : 5 ; A - Agree : 4 ; N - Neutral : 3 ; D - Disagree : 2 ; SD - Strongly Disagree : 1

Environmental Perceptions:

S.No	Content	SA	A	N	D	SD
EP1	I am very comfortable with physical work environment at HBAT.					
EP2	The place I work in is designed to help me do my job better.					
EP3	There are few obstructions to make me less productive in my workplace.					
EP4	Term best describes your work environment at HBAT					

Attitudes toward Coworkers:

S.No	Content	SA	A	N	D	SD
AC1	Happy are you with the work of your coworkers					
AC2	Feel about your coworkers					
AC3	Often do you do things with your coworkers on your days off					
AC4	Generally, similar with coworkers to you					

Organizational Commitment:

S.No	Content	SA	A	N	D	SD
OC1	My work at HBAT gives me a sense of accomplishment.					
OC2	I am willing to put in a great deal of effort beyond that normally expected to help HBAT be successful.					
OC3	I have a sense of loyalty to HBAT.					
OC4	I am proud to tell others I work for HBAT.					

Job Satisfaction:

S.No	Content	SA	A	N	D	SD
JS1	All things considered, I feel very satisfied when I think about my job.					
JS2	When you think about your job, feel satisfied to you					
JS3	Satisfied with your current job with HBAT					
JS4	Satisfied with HBAT as an employer					

Staying Intentions:

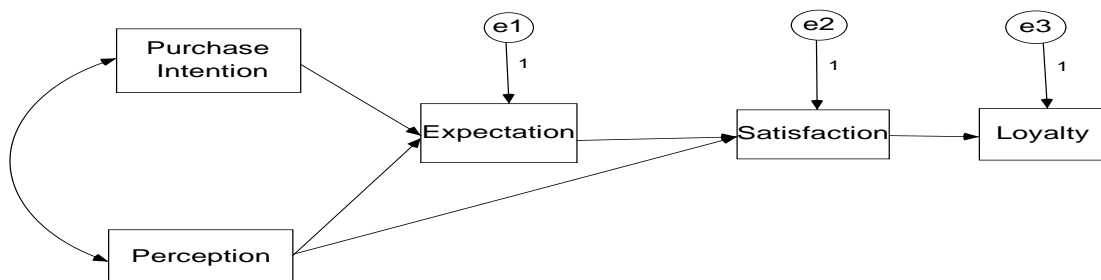
S.No	Content	SA	A	N	D	SD
SI1	I am not actively searching for another job.					
SI2	I seldom look at the job listings on monster.com.					
SI3	I have no interest in searching for a job in the next year.					
SI4	Like that you will be working at HBAT one year from today.					

QUESTIONS REGARDING JOB DESCRIPTIONS OF EMPLOYEES DATA:**DESCRIPTIVE ANALYSIS:**

1. Form the Frequency and Percentage of Gender, Age, Nature of Job and Experience of Employees
2. Find Mean and SD for all statements regarding Job Descriptions of Employees
3. Find Mean and SD with regard to Factors of Job Descriptions of Employees
4. Form the Frequency and Percentage of Levels of Job Descriptions of Employee

INFERENTIAL ANALYSIS:

1. Test whether opinion regarding “Comfortable with Physical Work Environment” are above average level
2. Test whether significant difference between Gender with regard to Factors of Job Descriptions of Employees
3. Test whether significant difference among Age group with regard to Factors of Job Descriptions of Employees
4. Test whether significant difference between Nature of Job with regard to Factors of Job Descriptions of Employees
5. Test whether significant difference among Experience with regard to Factors of Job Descriptions of Employees
6. Test whether Level of Job Descriptions of employees are Moderate level
7. Test whether association between Gender and Level of Job Descriptions of Employees
8. Test whether significant relationship between Factors of Job Descriptions of Employees
9. Test whether significant difference between mean rank towards Factors of Job Descriptions of Employees.

**Fig. 1 Develop Structural Equation Model (SEM) using above factors**

MULTIPLE REGRESSION DATA

The following table gives the food expenditure, annual income and family size of 10 families. Fit a multiple regression equation of Food Expenditure on annual family Income and family Size.

Family	Annual Food Expenditure ('000)	Annual Income('000)	Family Size (number in family)
1	5.2	28	3
2	5.1	26	3
3	5.6	32	2
4	4.6	24	1
5	11.3	54	4
6	8.1	59	2
7	7.8	44	3
8	5.8	30	2
9	5.1	40	1
10	18.0	82	6

Fig. 2 CFA Model on Job Description of Employees

