COMPARATIVE ANALYSIS OF DIFFERENT GROUPS OF EMPLOYEES RECEIVING TRAININGS AT NGOS

Dr Farhan Zeb Khaskhelly

ABSTRACT

The purpose of this study is to carry out the mean comparison between different groups of employees i.e. male and female individuals and then single and married employees working at Non-Governmental Organizations (NGOs) in Hyderabad Region, Pakistan. The technique specifically carried out by the researcher for this purpose is Independent Sample T-Test that first determines the mean difference between male and female employees and later on between single and married employees. The results of the study conclude that mean of male and female working in NGOs of Hyderabad Region is insignificantly different while the mean of single respondents and married respondents of the study is significantly different.

Keywords: Trainings, Employees, NGOs (Non-Governmental Organizations).

INTRODUCTION

Training is an effective measure carried out by organizations to increase the knowledge, skills and behavior of their employees (Seyler & Carvalho, 1998). Training is categorized as an instructor based, content driven mediation resulting in anticipated alterations in attitudes (Sloman, 2005). Training improves a person's skill at a task. Training benefits in socially, academically and emotionally evolving a worker, which is very crucial in assisting not only the level of output but also the development of employees in any organization (Oatey, 1970). Trainings provide a key prospect in enlarging and developing the acumen and knowledge of the employees. Employees who receive trainings become more capable of performing their tasks and also convert themselves as more alert, aware and vigilant professionals. Trainings with regular intervals bring consistency in the performance of employees and make employees more committed and increases their job satisfaction. Training varies depending on its conducted at corporate sector or non-corporate sector as trainings in corporate sector are professionally designed and structured for specific tasks whereas trainings provided at non – corporate sector are informal in nature and are not based upon set objectives. Research suggests that training assist the apprising of skills, and results in greater commitment, welfare and sense of belonging, therefore directly reinforcing the organizational effectiveness and that training has a significant effect and influence on the performance of employees in particular and organization in general (Azra, 2013; Appiah,

2010; Acton & Golden, 2002). Different groups of employees receiving trainings in various organizations significantly and insignificantly differ each other. The analysis of this nature between such groups is carried out by Independent sample t-test. This test is a parametric approach where mean comparison is made between two populations in order to identify statistical confirmation that whether the difference in mean for both the populations is significant or not. According to Lantz *et.al.,* (2016), independent sample t-test helps in determining the mean difference between two populations that are nominal in nature and determines whether the mean of population significantly differs or not. These trainings are also carried out for different populations of employees at Non-Governmental Organizations (NGOs) which contribute immensely in the economic development of a country.

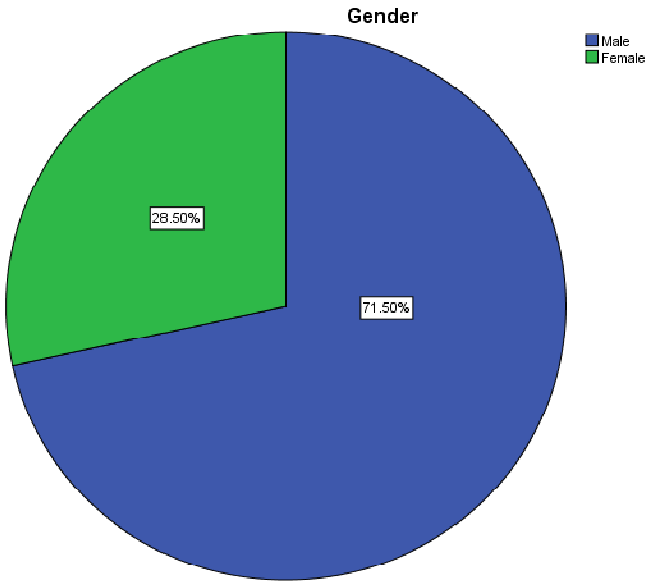
LITERATURE REVIEW

Many previous research studies have revealed and provided ample and extensive evidence that various groups of employees receiving training are significantly and insignificantly different from each other. Trang, (2014) conducted his research on the topic of training affects the employee's performance. The purpose of his study was to research the effect of training on performance of employees. He carried out his study by both primary and secondary sources using quantitative methods through structured questionnaires involving convenient sampling. The independent sample T-Test was specifically carried out by the researcher for the comparisons of mean differences between gender, age and marital status respectively. He through this study concluded that there was a strong, positive and significant effect of training needs assessment, training commitment, training contents, training delivery approaches and training evaluation on employee's performance with training contents and training delivery approaches having stronger and more significant effect than the others over employee's performance and the demographics including age, gender and marital status does not have a significant effect on the employee's performance. Kumar, (2011) conducted her research on training factors and its impact on training effectiveness. She focused on examining the factors that affect training (types of training, training environment, work environment and employees' personal characteristics) and training effectiveness on human resource practices. After detailed qualitative examination of the literature data was collected through questionnaires. He also with the help of independent sample T-Test analyzed the differences between gender and marital status. His results revealed types of training do not influence training effectiveness whereas training environment and work environment have influence significantly. He also revealed that personal characteristics such as gender and marital status do not influence training effectiveness. Sutherland, (2009)

also through his studies revealed a significant influence of gender and age on the training effectiveness.

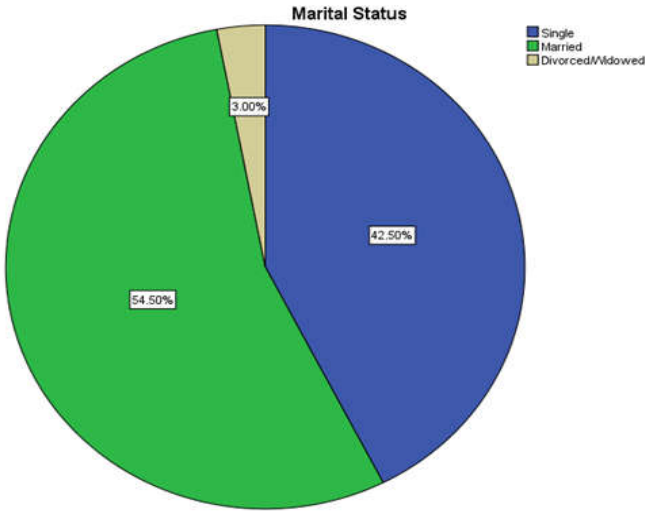
RESEARCH METHODOLOGY

The purpose of this study is to analyze the mean comparison that firstly has been made between male and female individuals and then has been carried out for single and married individuals. At 95 % significance level and the sample size was calculated to be 388 and systematic random sampling was carried out to select the respondents. The data was collected through survey questionnaire where employees were asked regarding the trainings they receive in their respective NGOs and was developed with slight modification from the study of Trang, (2014). Both gender (male and female) and marital statuses (single and married) were part of demographic information in the questionnaire.



Source: This Study

Above, 71.50% of respondents in the study were male while the remaining 28.50% were female. This shows that in NGOs, most of the individuals working are male and compared to them female are less in number.



Source: This Study

The percentage of single respondents among 388 respondents was 42.50% while a very few of the respondents were widowed or divorced with a percentage of 3% among 100% respondents. This shows that most of respondents working at NGOs in Hyderabad region were married while other half of the respondents were single with a small proportion being widowed or divorced.

DATA ANALYSIS

Firstly the mean comparison has been made between male and female individuals and then has been carried out for single and married individuals. The results are presented as follows:

TABLE 4-1: GROUP STATISTICS: GENDER

	Gender	N	Mean	Std. Deviation	Std. Error Mean
TNA	Male	277	4.0638	.57868	.03474
	Female	111	3.9825	.62517	.05945
TCM	Male	277	3.9639	.58414	.03507
	Female	111	3.8567	.67660	.06434
TC	Male	277	4.0979	.61011	.03663
	Female	111	4.0451	.62879	.05980
TDA	Male	277	3.9781	.52929	.03178
	Female	111	3.8838	.65178	.06198
TE	Male	277	4.0192	.62767	.03768
	Female	111	3.9123	.75487	.07178

Source: This Study

TABLE 4-2
INDEPENDENT SAMPLES TEST: GENDER

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
TNA	Equal variances assumed	.137	.711	1.221	386	.223	.08136	.06661	-.04960	.21231
	Equal variances not assumed			1.181	188.495	.239	.08136	.06886	-.05448	.21719
TCM	Equal variances assumed	3.017	.083	1.557	386	.120	.10714	.06881	-.02814	.24243
	Equal variances not assumed			1.462	178.134	.145	.10714	.07328	-.03746	.25175
TC	Equal variances assumed	.137	.712	.763	386	.446	.05279	.06922	-.08330	.18888
	Equal variances not assumed			.753	196.296	.452	.05279	.07012	-.08550	.19108
TDA	Equal variances assumed	4.097	.044	1.481	386	.140	.09437	.06374	-.03094	.21969
	Equal variances not assumed			1.355	170.100	.177	.09437	.06965	-.04312	.23187
TE	Equal variances assumed	5.507	.019	1.427	386	.154	.10695	.07493	-.04037	.25427
	Equal variances not assumed			1.319	173.089	.189	.10695	.08108	-.05307	.26697

Source: This Study

The above test of mean comparison has analyzed male and female respondents as two independent groups where 277 out of 388 participants are male while remaining 111 are female. The second table i.e. Table 4-2 depicts the mean comparison between two populations where the results from independent sample t-test reveal an insignificant difference in the mean comparison made between the two populations of male and female working in NGOs of Hyderabad region. As sig value column in t-test for equality of means show insignificant values which are greater than 0.05 p-values portray that mean of male and mean of female is statistically insignificant. Moreover, the other column of 95% confidence interval of the difference in upper bound and lower bound region indicates that lower bound values are in negative while upper bound values are in positive which also specifies that the mean of both the populations is insignificantly different. The results also confirm the earlier results of the study of Trang (2014), that trainings does not affect the performance of male employees more significantly than that of female employees as the difference is insignificant.

TABLE 4-3
GROUP STATISTICS: MARITAL STATUS

	Marital Status	N	Mean	Std. Deviation	Std. Error Mean
TNA	Single	171	3.9560	.66662	.05102
	Married	211	4.1147	.52178	.03588
TCM	Single	171	3.8106	.71728	.05490
	Married	211	4.0459	.48581	.03341
TC	Single	171	3.9432	.70541	.05399
	Married	211	4.1953	.51563	.03546
TDA	Single	171	3.8949	.63191	.04836
	Married	211	4.0149	.49678	.03416
TE	Single	171	3.8636	.79461	.06082
	Married	211	4.0849	.53047	.03648

Source: This Study

TABLE 4-4
INDEPENDENT SAMPLES TEST: MARITAL STATUS

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
TNA	Equal variances assumed	6.044	.014	-2.611	380	.009	-.15871	.06079	-.27824	-.03918
	Equal variances not assumed			-2.545	316.662	.011	-.15871	.06237	-.28143	-.03599
TCM	Equal variances assumed	29.146	.000	-3.809	380	.000	-.23527	.06176	-.35671	-.11383
	Equal variances not assumed			-3.661	286.970	.000	-.23527	.06426	-.36175	-.10878
TC	Equal variances assumed	17.887	.000	-4.032	380	.000	-.25210	.06253	-.37505	-.12915
	Equal variances not assumed			-3.903	302.355	.000	-.25210	.06459	-.37921	-.12499
TDA	Equal variances assumed	4.537	.034	-2.079	380	.038	-.12002	.05774	-.23354	-.00650
	Equal variances not assumed			-2.027	317.580	.043	-.12002	.05921	-.23652	-.00352
TE	Equal variances assumed	20.926	.000	-3.250	380	.001	-.22123	.06807	-.35506	-.08739

	Equal variances not assumed			-3.119	284.158	.002	-.22123	.07092	-.36082	-.08164

Source: This Study

The second comparison of mean is based upon the nominal variable of marital status where single and married were classified as two populations. The numbers of single respondents are 171 while married individuals are 211 out of 388 participants. The Table 4-4 of mean comparison reveals that the sig value in t-test for equality of means is significant for all the variables showing values that are less than p-values of 0.05. Moreover, the 95% confidence interval of the difference shows that both lower bound region and upper bound region contain values having negative signs revealing that the mean of single and married individuals is statistically and significantly different from each other.

Thus, results from first test show that the difference between the responses of male and female respondents was insignificantly different due to sig value being greater than 0.05. Results from the second test indicated that a significant difference is observed between the responses of married and unmarried participants. The sig value was less than 0.05 indicating a significant mean difference.

CONCLUSION

Overall results after analysis from the independent sample t-test revealed that the mean of male and female working in NGOs of Hyderabad Division/Region is insignificantly different indicating that trainings does not affect the performance of male employees more significantly than that of female employees while the mean of single respondents and married respondents of the study is significantly different which portrays that trainings affect the performance of single employees more than the performance of married employees.

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