CHAPTER 4
RESULT & DISCUSSION

The process of turning numerical data into a simple form to reach an educated judgment is known as data interpretation. Thus, data interpretation evaluates and assigns meaning to the investigated data by identifying its relevance and implication. Statistical analysis is a frequent approach to data interpretation. Data are examined using various statistical tools such as tables, pie charts, and so on, which split the data into sections and show the information in a meaningful and methodical manner.

A systematic questionnaire was used to survey the closest respondents. The survey data was analyzed and interpreted using both descriptive and statistical techniques, which are commonly used in objectivist studies. Descriptive analysis aided in portraying a snapshot of a sample at a certain period, allowing for a greater understanding of the observation. To assess the graphical analysis of the study, charts, and tables were created using IBM SPSS 22 and Spreadsheet 2007.

4.1 DESCRIPTIVE STATISTICAL PRESENTATION AND ANALYSIS OF DATA

Demographic Information of Respondents

Level of Management:

It is found that in the level of management the upper-middle employees (22%), middle-level employees (52%), and lower-level employees (26%) from 378 total sample size levels of management. Figure 2 depicts the level of management.

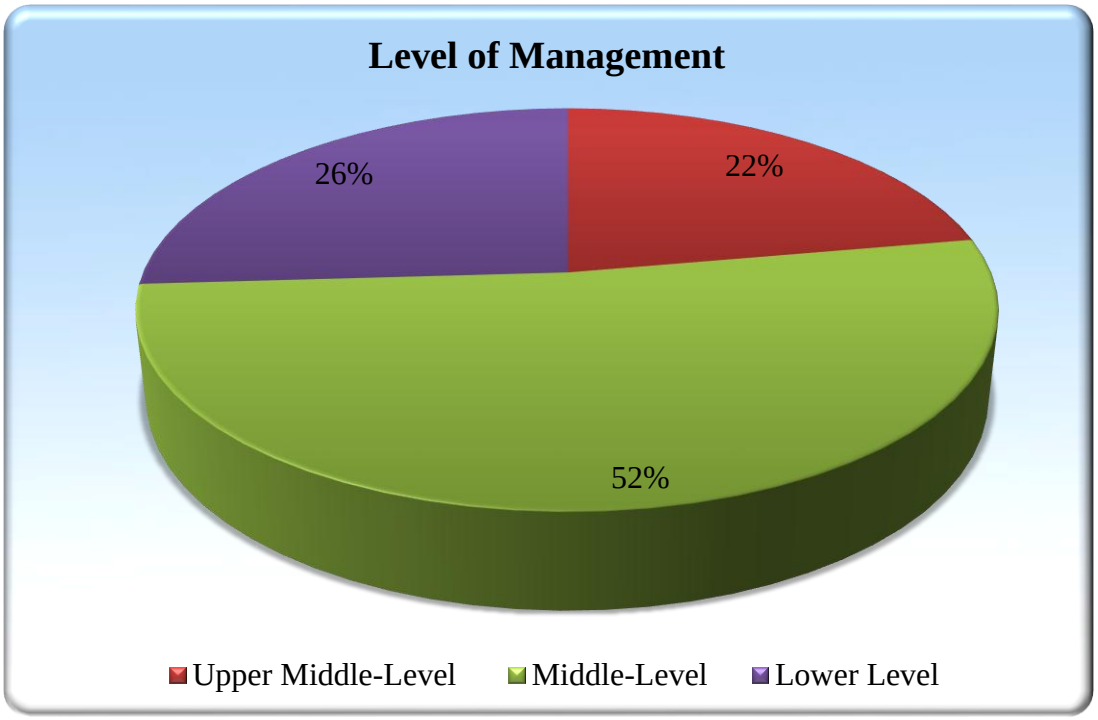

Figure 4.1: Level of Management

Age of the employees:

It is found that the majority of the upper middle-level employees (14 %) are in the age group ranging from 18-25 years. Middle-level employees (36%) ages range from 18-25 years and lower-level employees (44%) are in the age group between 18-25 years. Upper middle-level employees (55%) are in the age group ranging from 26-35 years. Middle-level employees (54%) ages range from 26-35 years and lower-level employees (52%) are in the age group between 26-35 years. Upper middle-level employees (31%) are in the age group ranging from 36-45 years. Middle-level employees (10%) ages range from 36-45 years and lower-level employees (4%) are in the age group between 36-45 years. Out of a total sample size of 378 people, there were 84 people responded with their opinions regarding the employment position. These opinions included high middle-level management. There were a total of 198 respondents in the upper level of management, 196 respondents in the upper level of middle management, and 98 respondents in the lower level of middle management.

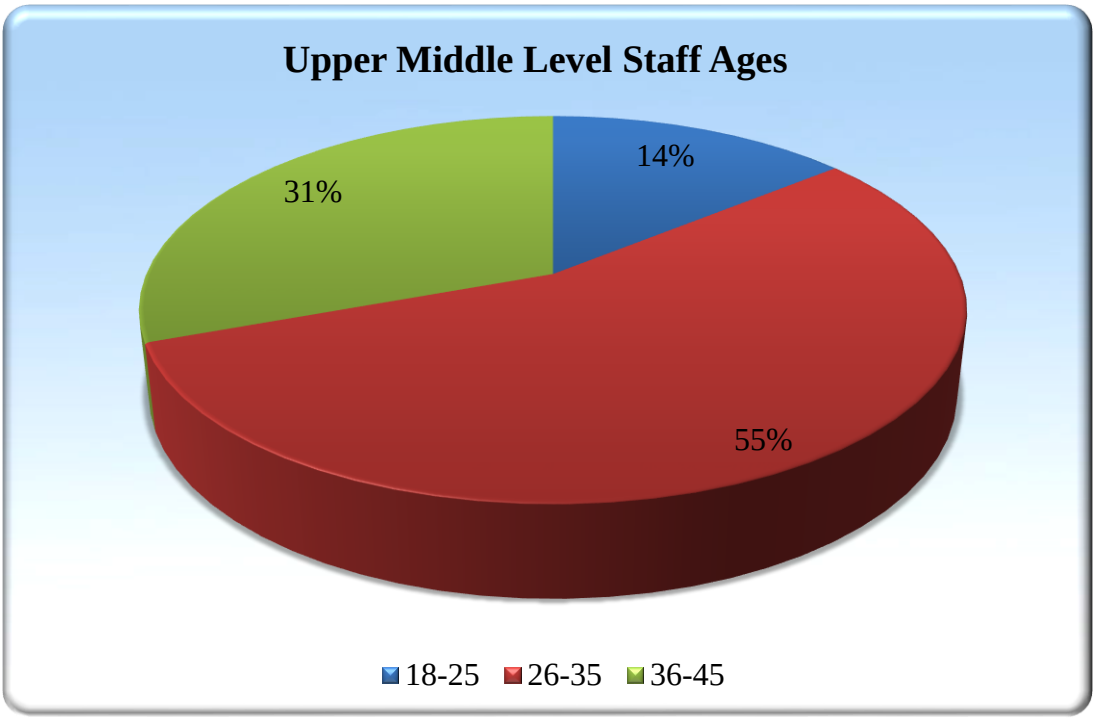

Figure 4.2: Upper Middle–Level Ages

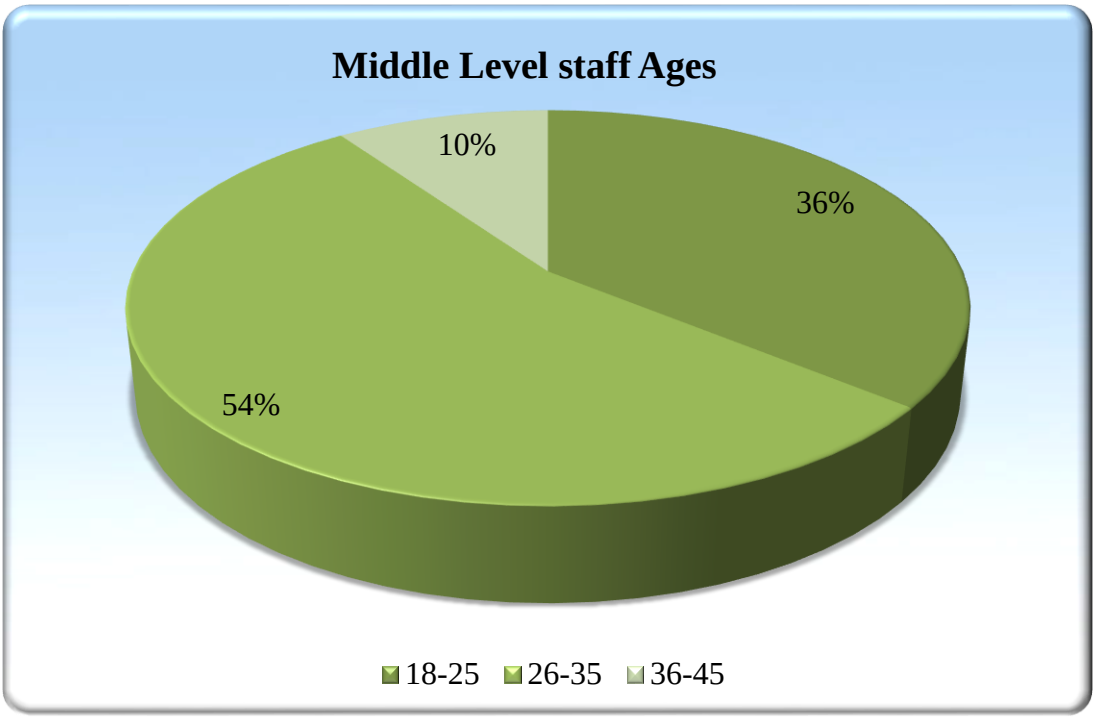

Figure 4.3: Middle-Level Ages

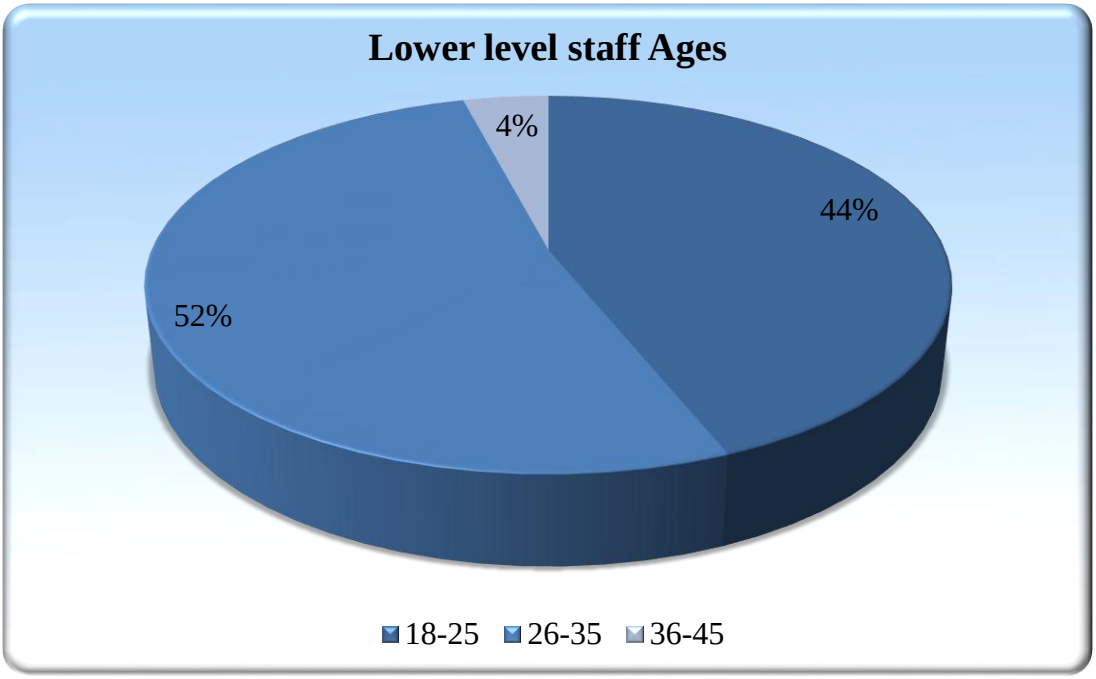

Figure 4.4: Lower-Level Ages

Descriptive Statistics

A seven-point Likert scale was used in this investigation. A mean score of less than 2.33 was regarded as low, a mean score of 2.76 to 3.94 was rated average, and a mean score of more than 3.67 was considered excellent. The findings of this investigation show that the mean value of the data is greater than 2.33, which indicates that the data is moderate.

Table 4.1: Descriptive Analysis

	N	Minimum	Maximum	Mean	Std. Deviation
REC	378	91.4	5	2.9374	0.79314
COMP	378	1.44	5	3.1576	0.78361
IMP	378	1.33	5	2.7751	0.72668
CMP	378	1.33	5	2.7875	0.94245
PERF	378	1.17	5	2.8629	0.92087
TRAI	378	1	4.5	2.509	0.68794
TI	378	1	5	2.432	0.82527

Pearson correlation:

The Pearson correlation is a useful tool for determining how strong the link is between each of the dimensions. According to the results of the analysis, the quality of the connection between the two associations is rated (Mohsin et al., 2015). When it comes to each variable, stronger linkages are indicated by bigger correlation coefficients (Narban et al., 2016).

In Table 4.2, we give the correlation coefficients for the cases in which each of the independent variables had a correlation coefficient that was strongly correlated with the dependent variable. This means that each of the correlation coefficients had a positive value. It was found that there was a negative association between "recognition practices (REC)", "competency development practices (COMP)", "information sharing practices (IMP)", and "compensation management practices (CMP)". This indicates that all of these practices are negatively significant with the dependent variable, which lends support to the hypothesis. In contrast to our model, it was found that training practices (TRAI) have a positive association with turnover intentions. This finding challenges the validity of our model. If the value of your p-value is larger than the significance level that you have established for your research, this shows that the research study was not able to successfully reject the null hypothesis, which results in findings that are not significant. Employees have a greater propensity to assume that there is a shortage of performance activities to support employees inside a business, which has a direct impact on the work that they do. Even though "performance evaluation practices (PERF)" do not have a direct impact on the intention to leave one's

current employer, the end result is that employees are less likely to intend to leave their current employer.

Table 4.2: Pearson Correlation

Pearson Correlations								
		REC	**COMP**	**IMP**	**CMP**	**PERF**	**TRAI**	**TI**
REC	Pearson Correlation	1	.290**	.573**	.410**	.168**	-.059	-.101*
	Sig. (1-tailed)		.000	.000	.000	.001	.126	.025
	N	378	378	378	378	378	378	378
COMP	Pearson Correlation	.290**	1	.289**	.170**	.207**	.001	-.100*
	Sig. (1-tailed)	.000		.000	.000	.000	.492	.026
	N	378	378	378	378	378	378	378
IMP	Pearson Correlation	.573**	.289**	1	.425**	.125**	-.017	-.085*
	Sig. (1-tailed)	.000	.000		.000	.008	.371	.049
	N	378	378	378	378	378	378	378
CMP	Pearson Correlation	.410**	.170**	.425**	1	.108*	.049	-.116*
	Sig. (1-tailed)	.000	.000	.000		.017	.169	.012
	N	378	378	378	378	378	378	378
PERF	Pearson Correlation	.168**	.207**	.125**	.108*	1	.055	.025
	Sig. (1-tailed)	.001	.000	.008	.017		.142	.317
	N	378	378	378	378	378	378	378
TRAI	Pearson Correlation	-.059	.001	-.017	.049	.055	1	.175**
	Sig. (1-tailed)	.126	.492	.371	.169	.142		.000
	N	378	378	378	378	378	378	378
TI	Pearson Correlation	-.101*	-.100*	-.085*	-.116*	.025	.175**	1
	Sig. (1-tailed)	.025	.026	.049	.012	.317	.000	
	N	378	378	378	378	378	378	378

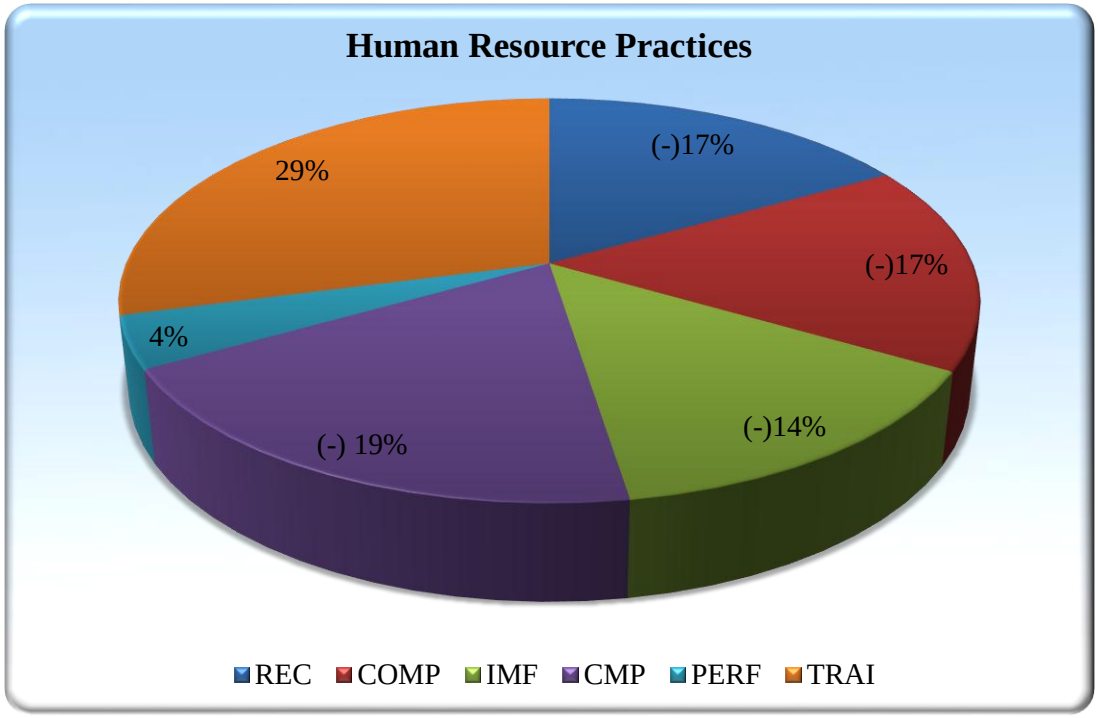

Figure 4.5: Test result from the analysis of Pearson correlation

Hypotheses Testing

The findings of the hypothesis, which are provided in Table 4.2, indicate that there is an inverse association between the company's human resource procedures and the intention of employees to resign from their positions. Employee recognition practices were shown to have a "-ve" correlation (r = -.101*), which suggests that workers' turnover intention is significantly associated with employee recognition in the workplace. This finding is significant at 0.05 and suggests that employee recognition in the workplace is significantly associated with workers' intention to leave their jobs. The correlation between compensation practices and turnover intention was found to be negative at a significance level of 0.05 (r = -.116*). In this research study, it was identified that when the degree of significance was set to a level that was judged to be insignificant, there was a "+ ve" correlation between performance evaluation methods and turnover intention (r =.025). The researcher did not successfully refute the presence

of a null hypothesis because there is a "+ ve" significant association between training practices and turnover intention (r=.175** at 0.01).

MULTIPLE LINEAR REGRESSION ANALYSIS

a) Interdependence of Residuals Terms:

The correlation between the residuals can be examined with the help of the Durbin-Watson test. This test's value should fall somewhere between 1 and 3, at the very most.

Table 4.3: Test of Durbin-Watson through Regression

Model Summary					
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**	**Durbin-Watson**
1	.390[a]	.152	.138	.77629	2.006

The value of this variable in the current investigation is 2.006, which is statistically significant. In this situation, we are able to put the hypothesis that our residuals are independent to the test by utilizing the Durbin-Watson statistic (or uncorrelated). This statistic has a possible range of 0 to 4.

b) Normality of Residuals

Every one of the residuals follows a normal distribution. Both the Kolmogorov-Smirnov test and the Shapiro-Wilk test have been utilized in order to analyze their results.

Table 4.4: Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	**df**	**Sig.**	**Statistic**	**Df**	**Sig.**
TI	.186	378	.200*	.938	378	.564

In addition, the Kolmogorov-Smirnov test and the Shapiro-Wilk test were carried out in order to examine normalcy. Both tests have significance values that are greater than.05, which indicates that residuals follow a normal distribution. This significance values are.200 and.564, respectively.

c) Multi-Collinearity Statistics

Table 4.5: Tests of Multi-Collinearity Statistics

	Model	Tolerance	VIF
	REC	.257	3.885
	COMP	.201	4.987
	IMP	.274	3.648
	CMP	.360	2.779
	PERF	.561	1.783
	TRAI	.805	1.243

It examines the degree to which independent elements and variables are dependent upon one another in order to determine the overall level of dependence. Inflation is controlled by the utilisation of the factors of tolerance and variance (VIF). When carrying out a regression analysis, the tolerance value should be between 0 and 1, inclusive. It is not possible for the value of the VIF to go over 5. (Henseler et al., 2015). The findings of this inquiry indicate that none of the models exhibit multi-co

linearity. This is due to the fact that all of the tolerance and VIF values are less than the level that is considered to be the cut-off.

d) The values of the residuals are normally distributed.

The assumption that the distribution of error terms and residues is normal constitutes the fourth hypothesis of multiple regressions. In addition, the p-p plot shows that the distribution of erroneous terms or residues is normal, and the figure that follows demonstrates that the data set does not contain any outliers.

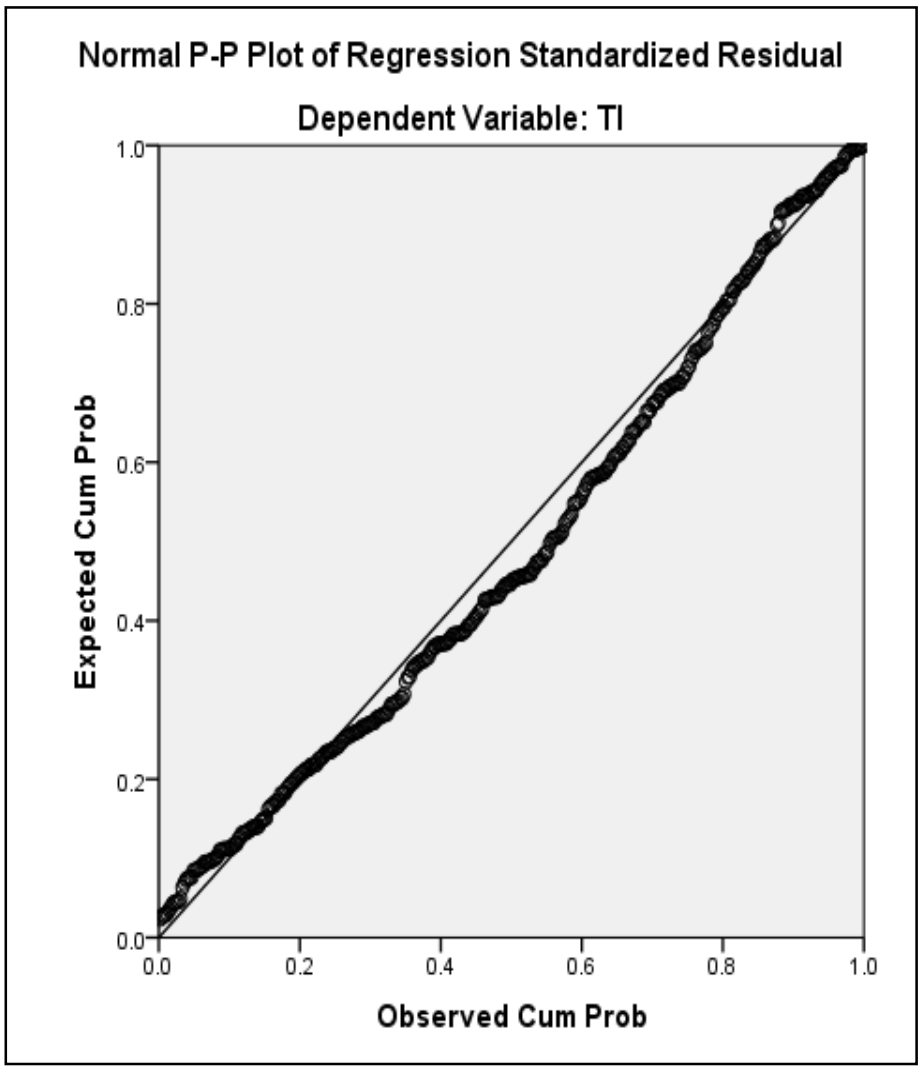

Figure 4.6: Tests of Normality

Chuan, (1992) defines "r-square values as low if they are less than.12, medium if they are between.13 and .25, and high if they are greater than .26". In this particular piece of research, the parameters of the study explained 13.8% of the total variance in turnover intention. According to the statistical data, there was a failure on the part of two independent components to explain 13.8% of the variance in turnover intention in the stated domain. In this case, Table 8: ANOVA Table displays the significant P-Value, which is defined as a value that is less than.05 and is considered significant.

Table 4.6: ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	39.997	6	6.666	11.062	.000[b]
	Residual	223.574	371	.603		
	Total	263.571	377			

The next chapter presents the major findings, conclusion, limitations, recommendations and social impact of the research study.