Chapter 6
Discussion
The present study aimed finding the effectiveness of training intervention in developing and sustaining life skills in the work practices of employees. The results of this research have been categorized in the following parts:

Part 1: Details of the Pre Test conducted to shortlist parameters for the training intervention and identify employees to be trained.

Part 2: Comparison of Post Test 1 scores of Control and Experimental groups to show no significant difference in Problem Solving and Decision Making Skills of the two groups.

Part 3: Comparison between Post Test 1 and Post Test 2 scores of the Experimental group to show Problem Solving and Decision Making Skills being sustained after the follow up intervention.

Part 4: Comparison between Post Test 1 and Post Test 2 scores of the Control group to show Problem Solving and Decision Making Skills not being sustained after the follow up intervention.

Part 5: Comparison of Post Test 2 scores of Control and Experimental groups to show significant difference in Problem Solving and Decision Making Skills due to the follow up intervention for one group.
Part 1: Details of the Pre Test conducted to shortlist parameters for the training intervention and identify employees to be trained.

Table 5.1 clearly denotes significantly low scores of the entire group on two parameters which were Problem Solving and Decision Making. This helped us identify the skills that employees were supposed to be trained on.

The Pre Test conducted on a population of 100 FLMs showed that 60 of the FLMs scored average or below average on Problem Solving and Decision Making Skills.

Part 2: Comparison of Post Test 1 scores of Control and Experimental groups to show no significant difference in Problem Solving and Decision Making Skills of the two groups.

The comparison between Post Test 1 scores of Control and Experimental groups was not significant at this time and it indicated that before the follow up intervention the Experimental group and the Control group were equally skilled on Problem Solving as well as Decision Making abilities.
Part 3: Comparison between Post Test 1 and Post Test 2 scores of the Experimental group to show Problem Solving and Decision Making Skills being sustained after the follow up intervention.

The first hypothesis stated that there will be significant difference between Post Test 1 and Post Test 2 scores for Problem Solving Skills in the Experimental group due to follow up the intervention. The results revealed that the learnt Problem Solving skills were not only sustained but improved as well in the Experimental group.

The second hypothesis stated that there will be significant difference between Post Test 1 and Post Test 2 scores for Decision Making Skills in the Experimental group due to follow up the intervention. The results showed that for the Experimental group the learnt Decision Making skills were sustained due to the follow up intervention. However, there was no improvement in them.

Part 4: Comparison between Post Test 1 and Post Test 2 scores of the Control group to show Problem Solving and
Decision Making Skills not being sustained after the follow up intervention

The **third hypothesis** stated that there will be significant difference between Post Test 1 and Post Test 2 scores for Problem Solving Skills in the Control group due to no follow up the intervention.

The analysis suggested there was a significant dip in the Problem Solving skills of the Control group due to no follow up intervention.

The **fourth hypothesis** stated that there will be significant difference between Post Test 1 and Post Test 2 scores for Decision Making Skills in the Control group due to no follow up the intervention.

The analysis suggested there was a significant dip in the Decision Making skills of the Control group due to no follow up intervention.

Part 5: Comparison of Post Test 2 scores of Control and Experimental groups to show significant difference in Problem Solving and Decision Making Skills due to the follow up intervention for one group.
The fifth hypothesis stated that there will be significant difference between Post Test 2 scores of Problem Solving skills for Control and Experimental groups due to the follow up intervention for one group.

The research discovered that the comparison between Post Test 2 scores of Control and Experimental groups was highly significant. This clearly illustrates that the follow up intervention conducted for the Experimental group was helpful in sustaining the Problem Solving skills of the FLMs which were improved due to the initial intervention as compared to the Control group.

The sixth hypothesis stated that there will be significant difference between Post Test 2 scores of Decision Making skills for Control and Experimental groups due to the follow up intervention for one group.

The research discovered that the comparison between Post Test 2 scores of Control and Experimental groups was highly significant. This clearly illustrated that the follow up intervention conducted for the Experimental group was helpful in sustaining the Problem Solving skills of the FLMs as compared to the Control group.