

## **CHAPTER V**

### **INFERENTIAL ANALYSIS OF DATA**

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## **5.1. Preview of Chapter**

The previous chapter gave an overview of the findings in descriptive analysis, correlation analysis and factor analysis. This chapter will deal with hypothesis testing - rejection and retention of the hypotheses have given rise to several patterns of findings which will be analysed in greater detail in the present chapter. The analysis of the findings of the study have been structured in the summary of the testing of the hypothesis, followed by analysis, then by the findings and finally followed by a brief conclusion. The detailed discussion of the hypothesis is presented in Chapter VI in order to avoid repetition.

## **5.2. Introduction**

The objective of discovering principles and relationships that have universal application is achieved through inferential analysis. Inferential analysis refers to the testing of hypotheses. By employing appropriate statistical techniques, the data can be summarized, the reliability and significance determined and inferences drawn.

This chapter presents testing of hypotheses formulated for the study. The data analysis has been presented as follows:

- ❖ Statement of hypotheses
- ❖ Data tables
- ❖ Analysis

- ❖ Findings
- ❖ Conclusion

### **5.3. Objectives of Research**

The current study has the following overall Research objectives:

- 1) To study Quarter Life Crisis in the Indian Scenario with reference to various sectors.
- 2) To examine the relationship between Quarter life crises of the employees with varying years of experience
- 3) To examine the relationship between Career Self efficacy of the employees with varying years of experience.
- 4) To examine the relationship between Career Anchors of the employees with varying years of experience.
- 5) To examine the relationship between Career Satisfaction of the employees with varying years of experience.
- 6) To examine the relationship between Quarter Life Crisis and Career Satisfaction of employees.
- 7) To examine the relationship between Career Self Efficacy and Career Satisfaction of employees.
- 8) To examine the relationship between Career Anchors and Career Satisfaction of employees.
- 9) To compare Quarter life crisis of male and female employees
- 10) To compare Career Decision Self Efficacy of male and female employees.
- 11) To compare Career Anchors of male and female employees.

- 12) To compare Career Satisfaction of male and female employees.
- 13) To compare Quarter Life Crisis exhibited by employees in 4 sectors: BPO/ Call Centre, Retail, Software and Telecom.
- 14) To compare Career Decision Self Efficacy exhibited by employees in 4 sectors: BPO/ Call Centre, Retail, Software and Telecom.
- 15) To compare Career Anchors exhibited by employees in 4 sectors: BPO/ Call Centre, Retail, Software and Telecom.
- 16) To compare Career Satisfaction exhibited by employees in 4 sectors: BPO/ Call Centre, Retail, Software and Telecom.

#### **5.4. Hypotheses**

Aims and objectives of the study are the driving forces for the formation of hypotheses. Various parameters of the study are combined into segments and for each one of these combinations a hypothesis is formed. According to Best and Kahn (1989) “The research hypothesis is a formal affirmative statement predicting a single research outcome, a tentative explanation of the relationship between two or more variables.”

Hypotheses are tested by using statistical techniques, which can be broadly classified as parametric and non parametric techniques. For the purpose of testing the hypotheses formulated in the present study, parametric techniques have been employed.

For the present study an attempt has been made to study ‘Quarter Life Crisis - Effect of Career Self Efficacy and Career Anchors on Career Satisfaction’.

## **5.5. TESTING OF HYPOTHESES**

5.5.1. As the first objective refers to an exploratory study, the hypothesis in this case is not formulated.

For the remaining objectives i.e. 2 – 16 the following hypothesis has been formulated.

### *5.5.2. Testing Hypothesis – 2*

H2: There is a significant difference between Quarter Life Crisis of the employees with varying years of experience.

#### *Testing of Hypothesis -2*

	df	F	Sig.
QLC Career	4 1625 1629	24.032	.000
QLC Job	4 1625 1629	14.732	.000
QLC Stress	4 1625	41.688	.000

	1629		
QLC Health	4 1625 1629	72.285	.000
QLC Lifestyle	4 1625 1629	20.022	.000

*Table no. 5.1.*

*5.5.2.1. Analysis:* From the above table, it is evident that the following Quarter Life Crisis – Career (F= 24.032, sig. =.000), Job (F= 14.732, sig. =.000), Stress (F= 41.688, sig. =.000), Health (F= 72.285, sig. =.000) and Lifestyle (F=20.022,sig. =.000) differs significantly with employees with varying years of experience.

*5.5.2.2. Findings:* The hypothesis gets retained i.e. there is a significant difference in the Quarter Life Crisis of the employees with varying years of experience.

*5.5.2.3. Conclusion:* Hence, there is a significant difference between Quarter Life Crisis of the employees with varying years of experience.



### 5.5.3. Testing Hypothesis – 3

H3: There is a significant difference between Career Decision Self Efficacy of the employees with varying years of experience.

*Testing of Hypothesis - 3*

	df	F	Sig.
CDSE Occ. Infor.	4 1625 1629	6.502	.000
CDSE Problem Solving	4 1625 1629	20.635	.000
CDSE Goal Selection	4 1625 1629	3.045	.000
CDSE Planning	4 1625 1629	8.902	.000
CDSE Self Appraisal	4 1625 1629	9.854	.000

*Table no. 5.2.*

5.5.3.1. *Analysis:* From the above table, it is evident that the following Career Decision Self Efficacy- Occupation Information (F=6.502 , sig.= .000), Problem Solving (F= 20.635, sig.= .000), Goal Selection (F= 3.045, sig.= .000), Planning (F= 8.902, sig.= .000), and Self Appraisal (F= 9.854, sig.= .000), differs significantly with employees with varying years of experience.

5.5.3.2. *Findings:* The hypothesis gets retained i.e. there is a significant difference in the Career Decision Self Efficacy of the employees with varying years of experience.

5.5.3.3. *Conclusion:* Hence, there is a significant difference between Career Decision Self Efficacy of the employees with varying years of experience.

5.5.4. *Testing Hypothesis – 4*

H 4: There is a significant difference between Career Anchors of the employees with varying years of experience.

***Testing of Hypothesis – 4***

	df	F	Sig.
CA Technical Functional	4 1625 1629	7.504	.000
CA General Mgt	4	13.635	.000

	1625 1629		
CA Autonomy	4 1625 1629	1.040	.403
CA Security	4 1625 1629	2.907	.003
CA Entrepreneurial Creativity	4 1625 1629	6.842	.000
CA Service Dedication To A Cause	4 1625 1629	3.004	.002
CA Pure Challenge	4 1625 1629	2.090	.034
CA Lifestyle	4 1625 1629	9.296	.000

**Table no. 5.3.**

5.5.4.1. *Analysis:* From the above table, it is evident that the following Career Anchors – Technical/ Functional (F= 7.504, sig.= .000)General Management (F= 13.635, sig.= .000) , Security (F= 2.907, sig.= .000) , Entrepreneurial Creativity (F=6.842, sig.= .000), Service Dedication to a Cause (F= 3.004, sig.= .000), Pure Challenge (F=2.090, sig.= .000) and Lifestyle (F= 9.296, sig.= .000) differs significantly with employees with varying years of experience . The only career

anchor that did not significantly differ across years of experience is Autonomy (1.040, sig. =.403)

5.5.4.2. *Findings:* The hypothesis gets retained i.e. there is a significant difference between Career Anchors and years of experience, the only anchor wherein it did not get retained in the Career Anchor of Autonomy.

5.5.4.3. *Conclusion:* Hence, there is a significant difference between Career Anchors and years of experience, the only anchor wherein it did not differ is the Autonomy anchor.

5.5.5. *Testing Hypothesis – 5*

H5: There is a significant difference between Career Satisfaction of the employees with varying years of experience.

***Testing Hypothesis – 5***

	Df	F	Sig.
CS Career Goal Satisfaction	4 1625 1629	20.311	.000
CS Job Satisfaction	4 1625 1629	17.913	.000

CS Mentor Satisfaction	4 1625 1629	34.083	.000
CS Organisation Satisfaction	4 1625 1629	19.902	.000
CS Self Satisfaction	4 1625 1629	49.137	.000
CS Superior Satisfaction	4 1625 1629	63.029	.000
CS Team Satisfaction	4 1625 1629	39.282	.000

**Table no. 5.4.**

*5.5.5.1. Analysis:* From the above table, it is evident that the following CareerGoalSatisfaction( $F=20.311, sig.=.000$ ), JobSatisfaction( $F=17.913, sig.=.000$ ), Mentor Satisfaction( $F=34.083, sig.=.000$ ), Organisation Satisfaction ( $F= 19.902, sig.= .000$ ), Self Satisfaction( $F=49.137, sig.=.000$ ), Superior Satisfaction ( $F= 63.029, sig.= .000$ )and Team Satisfaction( $F=39.282, sig. .000$ ) differs significantly with employees with varying years of experience.

*5.5.5.2. Findings:* There is a significant difference between Career Satisfaction and employees with years of experience.

5.5.5.3. *Conclusion:* Hence, there is a significant difference between Career Satisfaction and years of experience of an employee.

5.5.6. *Testing Hypothesis – 6*

H6: There is a significant relationship between Quarter Life Crisis and Career Satisfaction of employees.

*Testing Hypothesis – 6*

Model		Standardized	Sig.
		Coefficients	
		Beta	
1	(Constant)		.000
	QLC - Career	.070	.002
	QLC- Job	-.078	.000
	QLC- Stress	.076	.001
	QLC- Health	.079	.001
	QLC-Lifestyle	.068	.002

R Square 0.465

*Table no.5.5.*

Dependent Variable: Total Career Satisfaction

5.5.6.1. *Analysis:* It is evident that there is a positive relationship between Career Role and Career Satisfaction (Beta =.070 sig. =.002).There is a negative relationship between Job and Career Satisfaction (Beta = -.078, sig. =.000).A

positive relationship between Stress and Career Satisfaction (Beta = .076, sig. =.000). Also a positive relationship between Health and Career Satisfaction (Beta = .079, sig. =.001) and a positive relationship between Lifestyle and Career Satisfaction (Beta = .068, sig. =.002).

5.5.6.2. *Findings:* This clearly shows that there is a significant relationship between Quarter Life Crisis - Career, Job, Stress, Health and Lifestyle and Career Satisfaction. The hypothesis is retained. i.e. There is a significant relationship between Quarter Life Crisis and Career Satisfaction. It is also evident that Quarter Life Crisis affects Career Satisfaction 47 % of the time.

5.5.6.3. *Conclusion:* Hence, there is a significant relationship between Quarter Life Crisis and Career Satisfaction.

5.5.7. *Testing Hypothesis - 7*

H 7: There is a significant relationship between Career Self Efficacy and Career Satisfaction of employees.

*Testing Hypothesis – 7*

Model	Standardized Coefficients	Sig.
	Beta	
1 (Constant)		.000
CDSE Occ. Infor.	-.081	.001
CDSE Goal Selection	-.077	.001
CDSE Planning	-.158	.000

CDSE Problem Solving	-.098	.000
CDSE Self Appraisal	-.187	.000

Dependent Variable:

*Table no. 5.6.*

Total Career Satisfaction

R Square: .088

#### 5.5.7.1. Analysis:

It is evident that there is a negative relationship between Occupation Information and Career Satisfaction (Beta =  $-.081$ , Sig. =  $.001$ ). There is a negative relationship between Goal Selection and Career Satisfaction (Beta =  $-.077$ , Sig. =  $.001$ ). It is evident that there is a negative relationship between Planning and Career Satisfaction (Beta =  $-.158$ , Sig. =  $.000$ ). A negative relationship between Problem Solving and Career Satisfaction (Beta =  $-.098$ , Sig. =  $.000$ ) and also there is a negative relationship between Self Appraisal and Career Satisfaction (Beta =  $-.187$ , Sig. =  $.000$ ).

*5.5.7.2. Findings:* This clearly shows that there is a significant relationship between Occupational Information, Goal Selection, Planning, Problem Solving, Self Appraisal and Career Satisfaction at an early stage of one's career. The hypothesis gets retained. i.e. There is a significant relationship between career self efficacy and career satisfaction of employees. Career Decision Self Efficacy affects Career Satisfaction .08 % of the time.

*5.5.7.3. Conclusion:* All Career Self Efficacy factors are significantly related to Career Satisfaction.



5.5.8. Testing Hypothesis – 8

H8: There is a significant relationship between Career Anchors and Career Satisfaction of employees.

A look at the histogram, it meets the assumptions that the data is normally distributed.

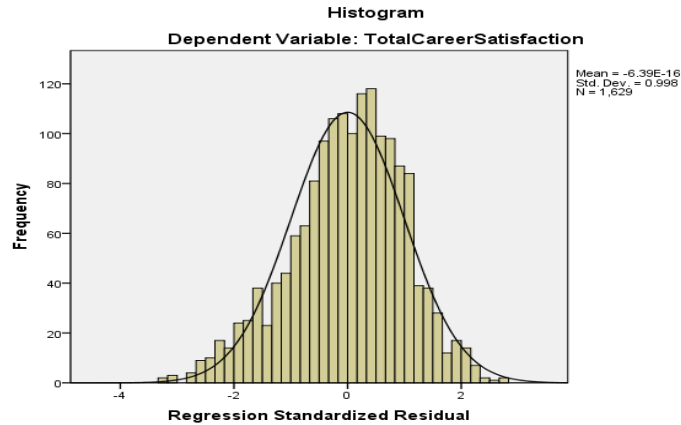


Figure 5.1.

Testing of Hypothesis – 8

Model		Standardized Coefficients	Sig.
		Beta	
1	(Constant)		.000
	CA Technical Functional	-.301	.000
	CA General Mgt	-.132	.000
	CA Autonomy	.073	.001

	CA Security	.014	.506
	CA Entrepreneurial Creativity	-.192	.000
	CA Service Dedication To A Cause	-.044	.041
	CA Pure Challenge	.070	.002
	CA Lifestyle	.029	.186
R Square		0.265	

*Table no. 5.7.*

Dependent Variable:  
Total Career Satisfaction

*5.5.8.1. Analysis:*

It is evident that there is negative relationship between Technical Functional Career Anchors and Career Satisfaction (Beta=-.301, sig.000). There is negative relationship between General Management Career Anchors and Career Satisfaction (Beta=-.132, sig.000). There is significant positive relationship between Autonomy Career Anchor and Career Satisfaction (Beta=.073, sig.001). There is no significant relationship between Security Career Anchor and Career Satisfaction (Beta=.014, sig.506). It is also evident that there is a negative relationship between Entrepreneurial Creativity Career Anchor and Career Satisfaction (Beta=-.192, sig. .000). There is also a negative relationship between Service Dedication to a Cause Career Anchor and Career Satisfaction (Beta=-.044, sig.041) and it is evident that there is a positive relationship between Pure Challenge Career Anchor and Career Satisfaction (Beta=.070, sig.002). It is evident that there no significant relationship between Lifestyle Career Anchor and Career Satisfaction (Beta=.029, sig.186).

5.5.8.2. *Findings:* The adjusted R square value is .261. This clearly indicates that Career Anchors influence Total Career Satisfaction 26 % of the time. All the Career Anchors with the exception of Security and Lifestyle do not influence Career Anchors. Hence, the hypothesis gets retained i.e. there is a significant relationship between Career Anchors and Career Satisfaction at an early stage of one's career.

5.5.2.3. *Conclusion:* The hypothesis there is a significant relationship between Career Anchors and Career Satisfaction at an early stage of one's career is retained.

5.5.9. *Testing of Hypothesis -9*

H9: There is a significant difference between Quarter Life Crisis of male and female employees.

***Testing of Hypothesis – 9***

	Df	F	Sig.
QLC Career	1 1628 1629	44.035	.000
QLC Job	1 1628	58.792	.001

	1629		
QLC Stress	1 1628 1629	24.998	.000
QLC Health	1 1628 1629	82.385	.002
QLC Lifestyle	1 1628 1629	94.236	.001

**Table no. 5.8.**

*5.5.9.1. Findings:* For the above table it is evident that there is no significant difference in Quarter Life Crisis of male and female employees. Career ( $F=44.035$ , sig. = .000), Job ( $F=58.792$ , sig.=.001), Stress ( $F=24.998$ ,sig.=.000), Health ( $F=82.385$ , sig.= .002), Lifestyle ( $F=94.236$ ,sig.=.001). There is a significant difference between quarter life crisis of male and female employees is retained .

*5.5.9.2. Analysis:* The hypothesis i.e. There is a significant difference between Quarter Life Crisis of male and female employees is retained.

*5.5.9.3. Conclusion:* Hence, there is a significant difference between Quarter Life Crisis of male and female employees.

5.5.10. Testing of Hypothesis -10

H 10: There is a significant difference between Career Decision Self Efficacy of male and female employees.

**Testing of Hypothesis – 10**

	df	F	Sig.
CDSE Occupation Information	1 1628 1629	2.059	.404
CDSE Problem Solving	1 1628 1629	.229	.639
CDSE Goal Selection	1 1628 1629	3.047	.239
CDSE Planning	1 1628 1629	8.901	.108
CDSE Self Appraisal	1 1628 1629	59.853	.231

**Table no. 5.9.**

5.5.10.1. Findings: For the above table it is evident that there is a significant difference between Career Decision Self Efficacy of male and female employees

is rejected. Occupation Information (F=2.059, sig. = .404), Problem Solving (F=.229, sig. =.639), Goal Selection (F=3.047, sig. = .239), Planning (F=8.901, sig. =.108), Self Appraisal (F=59.853, sig. =.231 ).

5.5.10.2. *Analysis:* Thus the hypothesis there is a significant difference between Career Decision Self Efficacy of male and female employees gets rejected.

5.5.10.3. *Conclusion:* Hence, there is no difference Career Decision Self Efficacy of male and female employees.

5.5.11. *Testing of Hypothesis - 11*

H 11: There is a significant difference between Career Anchors of male and female employees.

*Testing of Hypothesis – 11*

	Df	F	Sig.
CA Technical Functional	1 1628 1629	1.056	.304
CA General Mgt	1 1628 1629	.111	.738
CA Autonomy	1 1628 1629	2.355	.125
CA Security	1 1628	7.501	.006

	1629		
CA Entrepreneurial Creativity	1 1628 1629	.108	.742
CA Service Dedication To A Cause	1 1628 1629	.326	.568
CA Pure Challenge	1 1627 1628	.158	.691
CA Lifestyle	1 1628 1629	11.067	.001

*Table no. 5.10.*

*5.5.11.1. Analysis:* For the above table it is evident that career anchors of male and female employees do not differ, with the exception in Security ( $F = 7.501$ ,  $sig. = .006$ ), and Lifestyle ( $F = 11.067$ ,  $sig. = .001$ ), in these two Career Anchors it is clear that there is a significant difference career anchors of male and female employees, whereas in the other six career anchors there was no difference in the career anchors of male and female employees. Technical Functional ( $F = 1.056$ ,  $sig. = .304$ ), General Mgt. ( $F = .111$ ,  $sig. = .738$ ), Autonomy ( $F = 2.355$ ,  $sig. = .125$ ), Service Dedication To A Cause ( $F = .326$ ,  $sig. = .568$ ), Pure Challenge ( $F = .158$ ,  $sig. = .691$ ), Entrepreneurial Creativity ( $F = .108$ ,  $sig. = .001$ ). There is a significant difference between career anchors of male and female employees gets rejected.

5.5.11.2. *Findings:* There is a significant difference between career anchors of male and female employees gets rejected.

5.5.11.3. *Conclusion:* Hence, it is evident that only in Autonomy and Security anchors there seems to be a significant difference between male and female employees, for the other anchors there was no significant difference.

### 5.12. *Testing of Hypothesis - 12*

H 12 There is a significant difference between Career Satisfaction of male and female employees.

#### ***Testing of Hypothesis – 12***

	df	F	Sig.
CS Career Goal Satisfaction	1 1628 1629	.000	.995
CS Job Satisfaction	1 1628 1629	.013	.910
CS Mentor Satisfaction	1 1628 1629	.007	.935
CS Organisation Satisfaction	1 1628 1629	2.070	.150
CS Self Satisfaction	1 1628	.776	.378



	1629		
CS Superior Satisfaction	1 1628 1629	5.297	.021
CS Team Satisfaction	1 1628 1629	1.702	.192

*Table no. 5.11.*

*5.5.12.1. Findings:* For the above table it is evident that career satisfaction of male and female employees do not differ with the exception in Superior Satisfaction ( $F= 5.297$ ,  $sig.= .021$ ).i.e. it has significant difference male and female employees and superior satisfaction. The others i.e. Career Goal Satisfaction ( $F= .000$ ,  $sig.= .995$ ), Job Satisfaction ( $F= .013$ ,  $sig.= .910$ ), Mentor Satisfaction ( $F = .007$ ,  $sig.= .935$ ), Organisation Satisfaction ( $F= 2.070$ ,  $sig.= .150$ ), Self Satisfaction ( $F =.776$ ,  $sig.= .378$ ) and Team Satisfaction ( $F = 1.702$ ,  $sig.= .192$ ). Hence, the hypothesis i.e. there is a significant difference between career satisfaction of male and female employees is rejected .

*5.5.12.2. Analysis:* The hypothesis i.e. there is a significant difference between career satisfaction of male and female employees is rejected.

*5.5.12.3. Conclusion:* The only exception being Superior Satisfaction where the differences between male and female employees were found.

5.5.13. Testing of Hypothesis – 13

H13: There is a significant difference between Quarter Life Crisis across industries.

**Testing of Hypothesis – 13**

	df	F	Sig.
QLC Career	3 1626 1629	45.038	.000
QLC Job	3 1626 1629	24.532	.000
QLC Stress	3 1626 1629	71.668	.000
QLC Health	3 1626 1629	172.265	.000
QLC Lifestyle	3 1626 1629	50.014	.000

**Table no. 5.12.**

5.5.13.1. Findings: Career (F=45.038 , sig.= .000), Job (F=24.532 , sig.= .000), Stress (F=71.668 , sig.= .000), Health (F=172.265 , sig.= .000) and Lifestyle(

F=50.014 , sig.= .000). There is a significant difference between quarter life crisis across industries.

5.5.13.2. *Analysis:* This clearly shows that there is a significant difference between quarter life crisis across industries.

5.5.13.3. *Conclusion:* Hence, quarter life crisis does exist across all four industries.

5.5.14. *Testing of Hypothesis – 14*

H 14: There is a significant difference between Career Decision Self Efficacy across industries.

***Testing of Hypothesis – 14***

	Df	F	Sig.
CDSE Occupation Information	3 1626 1629	23.351	.000
CDSE Goal Selection	3 1626 1629	22.352	.000
CDSE Planning	3 1626 1629	24.518	.000
CDSE Problem Solving	3 1626	25.297	.000

	1629		
CDSE Self Appraisal	3	50.857	.000
	1626		
	1629		

*Table no. 5.13.*

*5.5.14.1. Analysis:* Occupation Information ( $F= 23.351$ ,  $sig.= .000$ ) Goal Selection ( $F = 22.352$ ,  $sig.= .000$ ) Planning ( $F=24.518$  ,  $sig.= .000$ ) Problem Solving ( $F=25.297$  ,  $sig.= .000$ ) and Self Appraisal ( $F=50.857$ ,  $sig.= .000$ ) . There is a significant difference between career decision making self efficacy across industries.

*5.5.14.2. Findings:* The hypothesis is retained i.e. there is a significant difference between career decision making self efficacy across the industries .

*5.5.14.3. Conclusion:* Hence, there is a significant difference between career decision making self efficacy across industries.

*5.5.15. Testing of Hypothesis -15*

H 15: There is a significant difference between Career Anchors across industries.

**Testing of Hypothesis – 15**

	Df	F	Sig.
CA Technical Functional	3 1626 1629	841.122	.000
CA General Mgt	3 1626 1629	450.978	.000
CA Autonomy	3 1626 1629	126.587	.000
CA Security	3 1626 1629	26.706	.000
CA Entrepreneurial Creativity	3 1626 1629	172.763	.000
CA Service Dedication To A Cause	3 1626 1629	21.038	.000
CA Pure Challenge	3 1625 1628	50.115	.000
CA Lifestyle	3 1626 1629	36.959	.000

**Table no. 5.14.**

5.5.15.1. *Analysis:* From the above table it is evident that there is a significant difference between Career anchors across industries .Technical Functional ( F=841.122 , sig.= .000), General Management ( F=450.978 , sig.= .000), Autonomy ( F=126.587 , sig.= .000), Security ( F=26.706 , sig.= .000), Entrepreneurial Creativity ( F=172.763 , sig.= .000), Service Dedication To A Cause ( F=21.038 , sig.= .000) Pure Challenge ( F=50.115 , sig.= .000) Lifestyle( F=36.959 , sig.= .000).

5.5.15.2. *Findings:* This clearly shows that there is a significant difference in the Career Anchors across industries.

5.5.15.3. *Conclusion:* Hence, the industry the employee belongs to does make a difference to Career Anchors.

5.5.16. *Testing of Hypothesis – 16*

H<sub>1</sub> 16: There is a significant difference between Career Satisfaction across industries.

***Testing of Hypothesis – 16***

	df	F	Sig.
CS Career Goal Satisfaction	3 1626 1629	208.311	.000
CS Job Satisfaction	3	76.913	.000

	1626 1629		
CS Mentor Satisfaction	3 1626 1629	31.083	.000
CS Organisation Satisfaction	3 1626 1629	199.902	.000
CS Self Satisfaction	3 1626 1629	49.134	.000
CS Superior Satisfaction	3 1626 1629	83.028	.000
CS Team Satisfaction	3 1626 1629	59.252	.000

***Table no. 5.15.***

*5.5.16.1. Analysis:* Career Goal Satisfaction (F= 208.311, sig.= .000), Job Satisfaction (F= 76.913, sig.= .000), Mentor Satisfaction (F = 31.083, sig.= .000), Organisation Satisfaction (F=199.902 , sig.= .000), Self Satisfaction (F = 49.134, sig.= .000), Superior Satisfaction (F = 83.028, sig.= .000) and Team Satisfaction (F = 59.252, sig.= .000).

5.5.16.2. *Findings:* This shows that Career Satisfaction differs significantly across all the four industries. There is a significant difference between career satisfaction across industries.

5.5.16.3. *Conclusion:* Career Satisfaction differs significantly across all the four industries.

### 5.6. Path Analysis

The proposed model has three exogenous variables and one endogenous variable. The three exogenous variables do not have non-zero correlation.

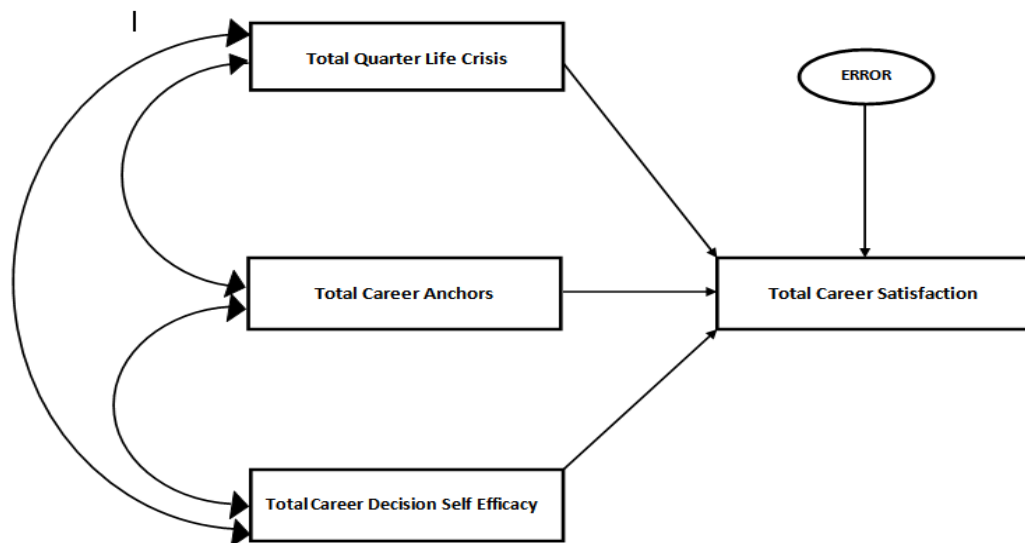


Figure : 5.1. Basic Model



The model was tested using Maximum Likelihood Method using the AMOS software

Tested model

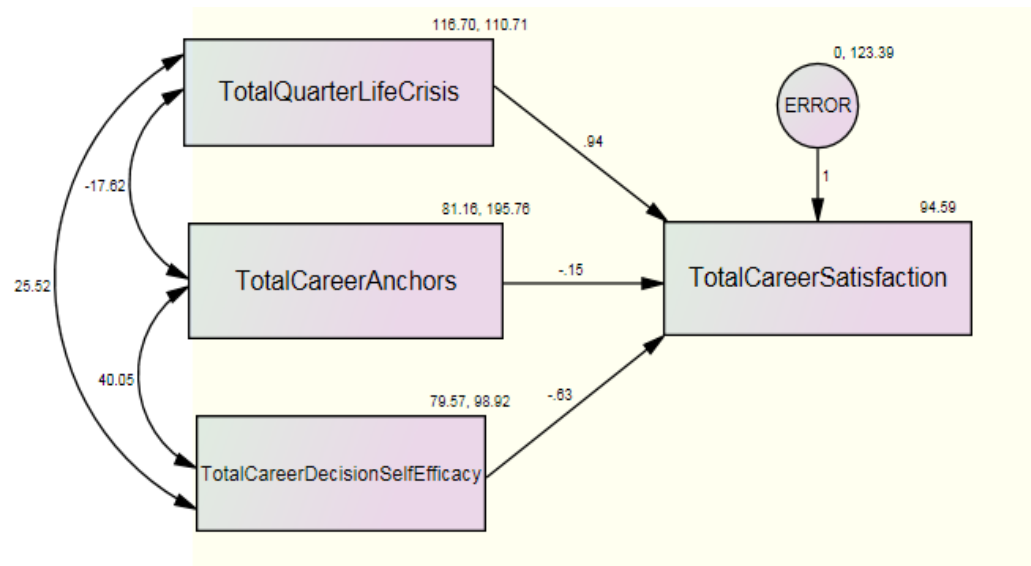


Figure No.5.2.: Graphical representation of SEM with Unstandardized Coefficients

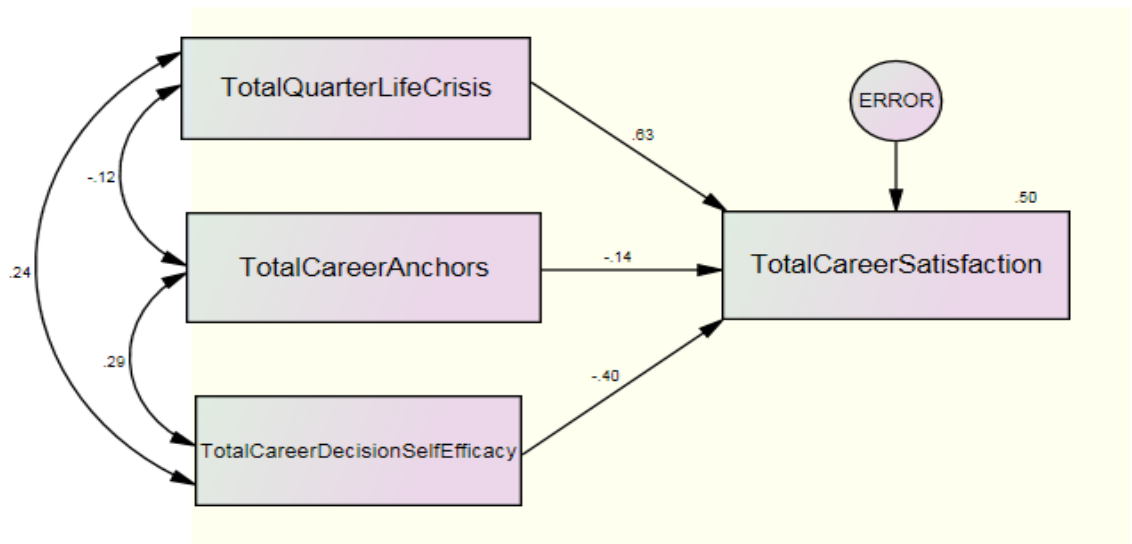


Figure No.5.3.: Graphical representation of SEM with Standardized Coefficients

### 5.61. Interpretation

The proposed model has a perfect fit as the chi-square is zero. All the fit statistics are therefore nearly one. However, the number of unique variances/covariances are equal to the number of estimated parameters. Making the proposed structure a 'Just – Identified' model. A three-item indicator model has just enough degrees of freedom to estimate all free parameters. All of the information is used, which means that the analysis will reproduce the sample covariance matrix identically. For this reason, just-identified models have perfect fit. In SEM terminology, a model with 0 degrees of freedom is referred to as saturated. The resulting  $X^2$  goodness - of- fit statistic also is 0. Just – identified models do not test a theory. The calculated statistics have no interpretations in a saturated model like this. This makes it statistically unviable to test the effective of moderating variables on the proposed relationship between the exogenous and endogenous variables and their interrelationship.( Hair, Anderson, Tatham & Black ,1995)

### *5.6.2.FIT Indices*

The Model fit is determined by comparing how closely the estimated covariance matrix matches the observed covariances matrix. The various measures designed to assess fit consist of absolute fit indices, each model is evaluated independently of other possible models. In contrast to the absolute fit indices, the incremental fit indices evaluate how well the specified model fits the sample data relative to some alternative model that is treated as a baseline model . The baseline model that is commonly used is the null model that is based on the assumption that the observed variables are uncorrelated .The parsimony fit indices are designed to assess fit in relation to model complexity and are useful in evaluating competing models. These indices are based on the parsimony ratio that is calculated as the ratio of degree of freedom used by the model.( Malhotra & Dash ,2006).

#### *5.6.2.1.Goodness of Fit ( GOF ) :*

This set of goodness of fit measures the model to the fit of another model . When none is specified , the software usually compares it with the independence model, or even allow this as the only option. The independence model is the null model, which is the model in which variables are assumed to be uncorrelated with the dependent variable. Since the fit of the independence model is usually terrible, comparing our model to it will made the model look good but it may nevertheless not serve the research purpose. The possible range of GOF values is 0 to 1 with higher values indicating better fit . Other researchers have also used .90 an above as a good fit . (Nagundkar,2009).

#### *5.6.2.1.1. The Comparative Fit Index (CFI):*

This compares the existing model fit with a null model which assumes the latent variables in the model are uncorrelated . CFI close to 1 indicate a very good fit . It is preferable that CFI should be equal to or greater that .90 to accept the model, indicating that 90% of the co variation in the data can be reproduced by the model . (Nagundkar,2009).

#### *5.6.2.1.2..The Incremental Fit Index (IFI) :*

This should be equal to or greater than .90 to accept the model .

#### *5.6.2.1.3.. The Normed Fit Index (NFI) :*

This varies from 0 to 1 , with 1= perfect fit . NFI reflects the proportion by which the researchers model improves the fit compared to the null model . NFI values below .90 indicate a need to respecify the model . (Nagundkar,2009).

#### *5.6.3. Parsimony Fit Indices :*

A parsimony fit measure is improved either by a better fit or by a simpler model .

#### *7.6.3.1. Parsimony Normed Fit Index ( PNFI ) :*

The PNFI adjusts the Normed fit index ( NFI) by multiplying it times the parsimony ratio. Relatively high values represent a relatively better fit, it can be used in the same way as NFI. .( Hair, Anderson, Tatham & Black ,1995).

Model	NFI Delta1	PNFI	CFI
Default model	1	0	1
Saturated model	1	0	1
Independence model	0	0	0

*Table No,5.16*

### *5.6.3.2.Badness of Fit*

Root Means Square Error of Approximation ( RMSEA) :

Another measure that attempts to correct for the tendency of the chi square goodness- of – fit test statistic is to reject models with a large samples or a large number of observed variables is the root means square error of approximation ( RMSEA). Typically values are below .10 for most acceptable models . ( Hair, Anderson, Tatham & Black ,1995).

Model	RMSEA
Independence model	.297

*Table No. 5.17*

## **5.7. Review of the Chapter**

In this chapter – the hypothesis were charted out, analysis and findings were presented and the necessary conclusions were drawn. From the Path Analysis - there are no conclusive results that can be drawn on the testing of moderating variables on the Independent Variables.