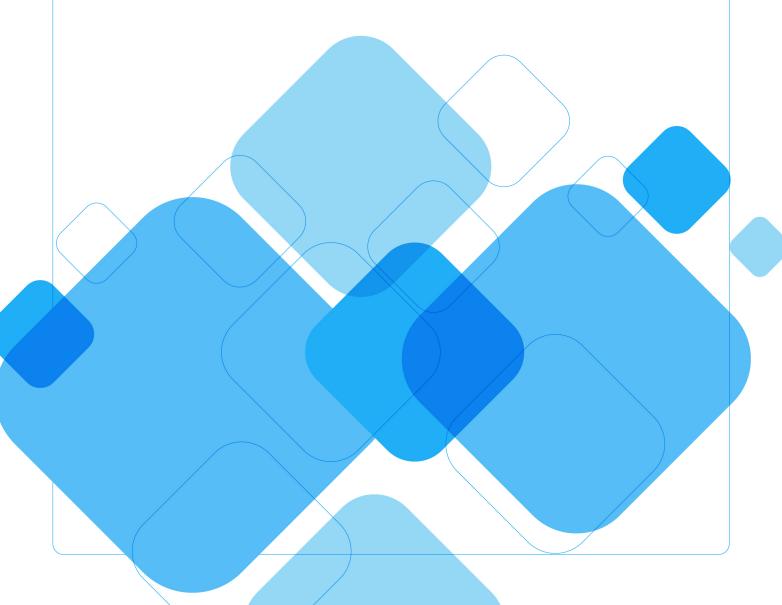# PhD Discussion Service

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Literature Review Summary

Requirement	PhD Dissertation
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Background

Chapter IV

Results and Discussion

5.1. Introduction

The current chapter – Analysis and Discussion is focusing on data analysis carried on with the primary data collected from the field study and a discussion on the findings with earlier literatures specific to the findings, if any.

5.2. Demographic details of the respondents

Research reviewed in the earlier chapter revealed that demographic variables have impacted factors like organizational and employee performances. Hence the variables were included for data collection. Table 5.1 presents the frequency distribution of the respondents on each of the demographic variables.

Table 5.1

Demographic characteristics of the study participants [n=424]

Demographic Variables	Frequency	Percent [%]
Gender		
Male	296	69.8
Female	128	30.2
Experience (years)		
1 − 3 years	193	45.5
4 − 6 years	102	24
7 − 10 Years	76	17.9
11 − 13 Years	43	10.1
14 − 16 Years	10	02.3
Age group (years)		
21-25 years	166	39.2
26-30 years	92	21.7
31-35 years	97	22.9
36-40 years	62	14.6
> 40 years	7	1.7
Marital Status		
Married	184	43.4
Single	240	56.6