

Chapter - V

DATA ANALYSIS AND INTERPRETATION: SOCIAL WORK VALUES AND ATTITUDE TOWARDS SOCIAL WORK

Values and Attitudes are very important in one's personal and professional life. Values are generally inculcated through socialization and training. They shape the attitude of a person towards life, towards profession thereby influencing person's actions. In the present study attempt is made to know whether professional social workers cherish social work values as a person and as professional, which social work values create conflict while practicing? What kind of attitude professionals have towards social work profession? Data related to these questions are analysed and presented in this chapter.

This chapter is presented in two sections:

- In Ist section tables on social work values for practice in industry are presented and interpreted.
- In IInd section tables on attitude of respondents towards social work training, professional self, job and social work interventions in Industry are presented and interpreted.

Section I: Social Work Values for Practice in Industry

Table 65: Most Cherished Values*

Sr. No.	Values	As an Individual	As a Professional Social Worker
1	Dignity and Worth of a Person	95	77
2	Integrity	78	68
3	Importance of Relationship	62	55
4	Service	47	68
5	Competence	47	44
6	Social Justice	28	46

****Multiple Response***

It can be seen from the above table that of the six core social work values, the most cherished values by respondents **as an individual** were dignity and worth of a person (95), Integrity (78) and importance of relationship (62). **As a professional social worker**, the most cherished values were dignity and worth of a person (77), integrity (68) and service (68).

Hence, it can be interpreted that the dignity and worth of a person and integrity are two values which are most cherished by respondents as an individual and as a professional social worker.

Table 66: Perception of respondents regarding values that lead to efficient job performance*

Sr. No.	Values	For efficient job performance
1	Integrity	89
2	Dignity and worth of the person	81
3	Competence	69
4	Importance of relationship	55
5	Service	38
6	Social Justice	10

***Multiple Response**

Of the six core social work values, 89 respondents could perceive that valuing integrity leads to efficient job performance, whereas only 10 respondents could perceive that valuing social justice leads to efficient job performance.

Table 67: Perception of respondents regarding values that create conflict while providing services*

Sr. No.	Values	Perception of conflict		
		Direct services	Supervisory services	Administrative services
1	Social Justice	76	43	37
2	Service	52	39	29
3	Dignity and worth of the person	28	32	20
4	Importance of relationship	23	32	24
5	Integrity	25	24	20
6	Competence	22	16	17

***Multiple Response**

It can be interpreted from the above table that the social justice is the value which created conflict in minds of respondents while providing direct services (76), supervisory services (43) and administrative services (37). Further, it can be interpreted that service is another value which created conflict while providing direct, supervisory and administrative services for 52, 39 and 29 respondents respectively.

Perception of Respondents regarding values that create conflict while providing services

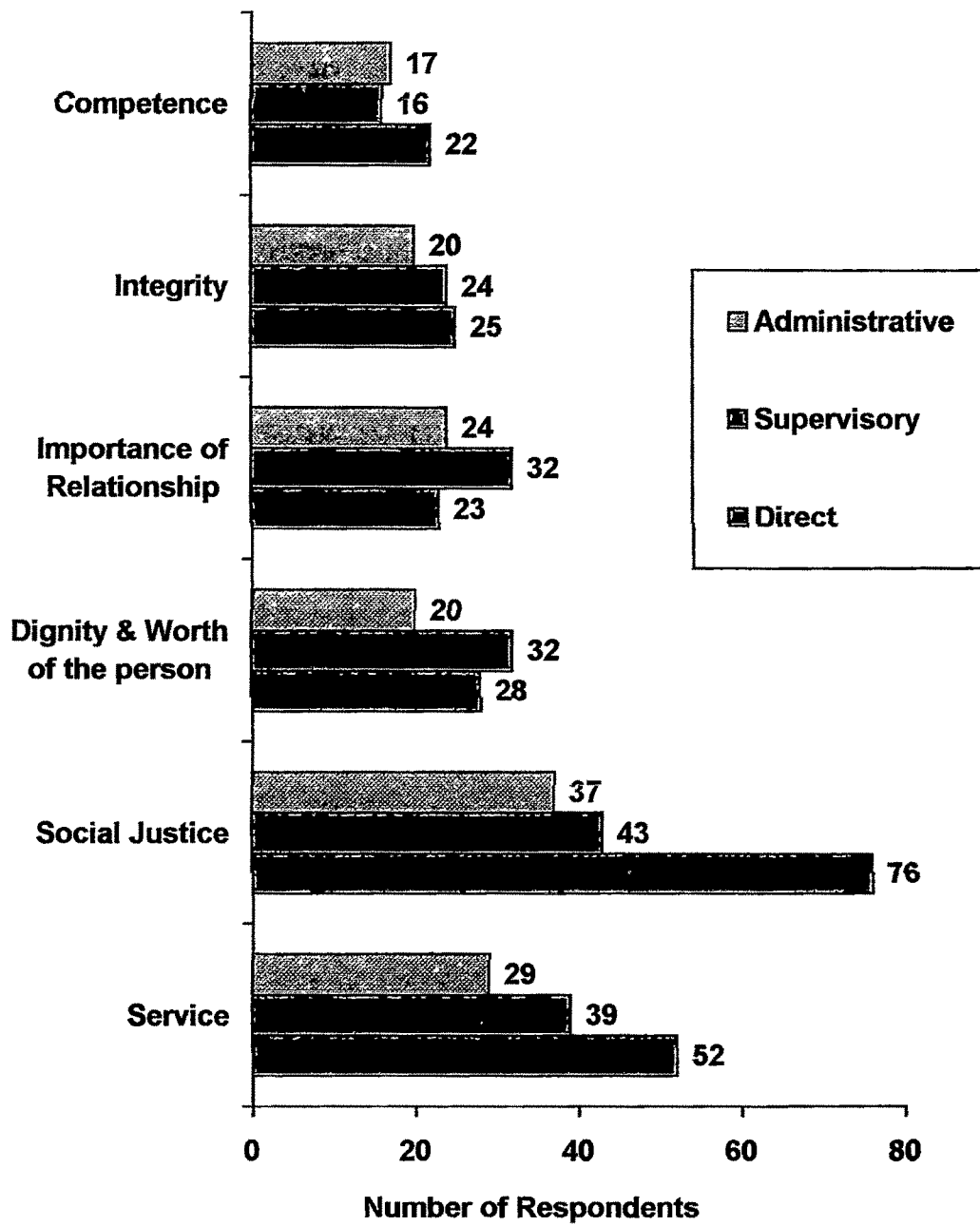


Table 68: Perception of Values expected in Industry*

Sr. No.	Values	Expected in industry
1	Integrity	73
2	Competence	67
3	Service	46
4	Importance of Relationship	36
5	Dignity and Worth of a Person	32
6	Social Justice	18

****Multiple Response***

It can be interpreted from the above table that the values that are expected in industry were integrity, competence and service as perceived by 73, 67 and 46 respondents respectively.

Table 69: Experience and Perception regarding extent of fulfillment of expected values

					n=120
Sr. No.	Experience (in Years)	Perception			
		To great extent	To some extent	No response	Total
1	<=10	38 (50.6)	13 (17.3)	24 (32.0)	75 (62.5)
2	11-20	16 (59.2)	0	11 (40.7)	27 (22.5)
3	21-30	10 (55.6)	4 (22.2)	4 (22.2)	18 (15.0)
Total		64 (53.4)	17 (14.1)	39 (32.5)	120 (100)
Chi-Square		Value	DF	Significance	
-----		-----	----	-----	
Pearson		10.28103	6	.11331	
Likelihood Ratio		13.58574	6	.03462	
Mantel-Haenszel test for linear association		.00113	1	.97313	
Minimum Expected Frequency - 2.100					
Cells with Expected Frequency < 5 - 4 OF 12 (33.3%)					
Number of Missing Observations: 0					

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between experience and perception of respondents regarding extent of fulfillment of expected values. However, it is seen that of the respondents having <=10 years of experience, 38(50.6%), of 27 respondents having 11-20 years of experience, 16(59.2%) and of 18 respondents having 21-30 years of experience, 10(55.6%) could perceive that there was fulfillment of values expected in industry to great extent. It is further seen that, of the total 120 respondents, 39(32.5%) could not respond. It means that they could not perceive whether there was fulfillment of expected values in the industry or not.

Table 70: Designation and Perception regarding extent of fulfillment of expected values

n=120

Sr. No.	Designation	Perception			Total
		To great extent	To some extent	No response	
1	Jr. Mgt. Level	32 (55.1)	7 (12.1)	19 (32.8)	58 (48.3)
2	Middle Mgt. Level	19 (54.3)	5 (14.3)	11 (31.4)	35 (29.2)
3	Sr. Mgt. Level	13 (48.1)	5 (18.5)	9 (33.3)	27 (22.5)
Total		64 (53.5)	17 (14.1)	39 (32.5)	120 (100)
Chi-Square		Value	DF	Significance	
-----		-----	----	-----	
Pearson		2.88528	6	.82310	
Likelihood Ratio		3.33042	6	.76638	
Mantel-Haenszel test for linear association		.00136	1	.97062	
Minimum Expected Frequency - 3.150					
Cells with Expected Frequency < 5 - 4 OF 12 (33.3%)					
Number of Missing Observations: 0					

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between designation of respondents and their perception regarding extent of fulfillment of expected values in industry. However it is seen that of the 58 respondent from junior management level, 32(55.1%), of the 35 respondents from middle management level, 19(54.3%), and of the 27 respondents from senior management level, 13(48.0%) respondents could perceive that there was fulfillment of expected values in industry to great extent.

Table 71: Income and Perception regarding extent of fulfillment of expected values

n=120

Sr. No.	Income (Rs./month)	Perception			Total
		To great extent	To some extent	No response	
1	Upto 15,000	38 (60.3)	10 (15.9)	15 (23.8)	63 (52.5)
2	15,001-30000	19 (43.2)	5 (11.4)	20 (45.5)	44 (36.7)
3	30,001-50,000	7 (53.9)	2 (15.4)	4 (30.8)	13 (10.8)
Total		64 (53.4)	17 (14.1)	39 (32.5)	120 (100)
Chi-Square					
		Value	DF	Significance	
-----		-----	----	-----	
Pearson		5.99487	6	.42376	
Likelihood Ratio		5.99453	6	.42380	
Mantel-Haenszel test for linear association		1.22018	1	.26933	
Minimum Expected Frequency - 1.517					
Cells with Expected Frequency < 5 - 3 OF 12 (25.0%)					
Number of Missing Observations: 0					

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between income and perception of respondents regarding extent of fulfillment of expected values in industry. However, it is seen that of the 63 respondent having income upto Rs. 15,000, 38(60.3%), of the 44 respondents having income of Rs. 15,001 to Rs. 30,000, 19(43.1%), and of 13 respondents having income of Rs. 30,001 to Rs. 50,000 7(53.9%), could perceive that there was fulfillment of expected values to great extent.

Table 72: Type of Industry and Perception regarding extent of fulfillment of expected values

n=120

Sr. No.	Type of Industry	Perception			Total
		To great extent	To some extent	No response	
1	Manufacturing	32 (52.4)	9 (14.8)	20 (32.8)	61 (50.8)
2	Service	14 (58.3)	3 (12.5)	7 (29.2)	24 (20.0)
3	Others	18 (51.4)	5 (14.3)	12 (34.3)	35 (29.2)
Total		64 (53.4)	17 (14.1)	39 (32.5)	120 (100)
Chi-Square		Value	DF	Significance	
-----		-----	----	-----	
Pearson		2.35466	6	.88437	
Likelihood Ratio		2.28473	6	.89174	
Mantel-Haenszel test for linear association		.04162	1	.83836	
Minimum Expected Frequency - 2.800					
Cells with Expected Frequency < 5 - 4 OF 12 (33.3%)					
Number of Missing Observations: 0					

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between type of industry and perception of respondents regarding extent of fulfillment of expected values in industry. However it is seen that of the 61 respondents from manufacturing industry, 32(52.4%), of 24 respondents from service industry, 14(58.3%) and of 35 respondents from other industries, 18(51.4%) respondents could perceive that there was fulfillment of expected values in industry to great extent.

Table 73: Type of Organization and Perception regarding extent of fulfillment of expected Values

Variable	n	Mean	SD	SE of Mean	95% (CI)
Public Sector	120	1.075	1.006	0.092	-0.150 to 0.566
Private Sector	120	1.433	0.498	0.045	
Paired differences		0.3583	1.151	0.105	
t-value=3.41, d.f.=119, p=0.01					
Statistically Significant					

It can be seen from the above table that 't' value is significant at .01 level of confidence. Hence, it can be interpreted that group of respondents from private sector organizations and public sector organizations differ significantly with reference to their perception regarding extent of fulfillment of expected values in Industry. Further it can be interpreted that mean score (1.433) of group of respondents from private sector organizations is higher than mean score (1.075) of group of respondents from public sector organizations.

Table 74: Gender and Perception regarding extent of fulfillment of expected Values

Variable	n	Mean	SD	SE of Mean	95% (CI)
Male	120	1.0750	1.006	0.092	-0.035 to 0.220
Femnale	120	1.1667	0.374	0.034	
Paired differences		-.0917	1.077	0.098	
t-value=-0.93, d.f.=119, p=0.353					
Statistically Not Significant					

It can be seen from the above table 't' value is not significant. Hence, it can be interpreted that group of male and female respondents do not differ significantly from each other with reference to their perception regarding extent of fulfillment of expected values in Industry.

Table 75: Experience and Perception regarding change due to social work values

n=120

Sr. No.	Experience (in Years)	Perception		Total
		Change	No Change	
1	<=10	53 (70.7)	22 (29.3)	75 (62.5)
2	11-20	22 (81.5)	5 (18.5)	27 (22.5)
3	21-30	15 (83.3)	3 (16.7)	18 (15.0)
Total		90 (75.0)	30 (25.0)	120 (100)
Chi-Square				
		Value	DF	Significance
-----		-----	----	-----
Pearson		2.02272	2	.36372
Likelihood Ratio		2.09888	2	.35013
Mantel-Haenszel test for linear association		1.81010	1	.17850
Minimum Expected Frequency - 4.500				
Cells with Expected Frequency < 5 - 1 OF 6 (16.7%)				
Number of Missing Observations: 0				

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between experience of respondents and their perception regarding change they see in industry due to practice of social work values. However, it is seen that of the 75 respondents having <=10 years of experience, 53(70.7%), of the 27 respondents having 11-20 years of experience, 22(81.5%) and of the 18 respondents having 21-30 years of experience, 15(83.3%) could perceive that they see change in industry due to practice of social work values.

Table 76: Designation and Perception regarding change due to social work values

n=120

Sr. No.	Designation	Perception		Total
		Change	No Change	
1	Jr. Mgt. Level	42 (72.4)	16 (27.6)	58 (48.3)
2	Middle Mgt. Level	28 (80.0)	7 (20.0)	35 (29.2)
3	Sr. Mgt. Level	20 (74.1)	7 (25.9)	27 (22.5)
	Total	90 (75.0)	30 (25.0)	120 (100)
Chi-Square		Value	DF	Significance
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Pearson		.68591	2	.70967
Likelihood Ratio		.70481	2	.70300
Mantel-Haenszel test for linear association		.10733	1	.74320
Minimum Expected Frequency -		6.750		
Number of Missing Observations:		0		

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between designation of the respondents and their perception regarding change they see in industry due to practice of social work values. However, it is seen that of the 58 respondents from junior management level, 42(72.4%), of the 35 respondents from middle management level, 28(80.0%) and of the 27 respondents from senior management level, 20(74.1%) could perceive that they see change in industry due to practice of social work values.

Table 77: Income and Perception regarding change due to social work values

n=120

Sr. No.	Income (Rs./month)	Perception		Total
		Change	No Change	
1	Upto 15,000	45 (71.4)	18 (28.6)	63 (52.5)
2	15,001-30000	35 (79.5)	9 (20.5)	44 (36.7)
3	30,001-50,000	10 (76.9)	3 (23.1)	13 (10.8)
Total		90 (75.0)	30 (25.0)	120 (100)
Chi-Square				
	Value	DF	Significance	
Pearson	.93906	2	.62530	
Likelihood Ratio	.94888	2	.62223	
Mantel-Haenszel test for linear association	.59919	1	.43889	
Minimum Expected Frequency - 3.250				
Cells with Expected Frequency < 5 - 1 OF 6 (16.7%)				
Number of Missing Observations: 0				

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between income of respondents and their perception regarding change they see in industry due to practice of social work values. However, it is seen that of the 63 respondents having income upto Rs. 15,000, 45(71.4%), of the 44 respondents having income of Rs. 15,001- Rs. 30,000, 35(79.5%), and of the 13 respondents having income of Rs. 30,001- Rs. 50,000, 10(76.9%) could perceive that they see change in industry due to practice of social work values.

Table 78: Type of Industry and Perception regarding change due to social work values

n=120

Sr. No.	Type of Industry	Perception		Total
		Change	No Change	
1	Manufacturing	45 (73.8)	16 (26.2)	61 (50.8)
2	Service	21 (87.5)	3 (12.5)	24 (24.0)
3	Others	24 (68.6)	11 (31.4)	35 (29.2)
Total		90 (75.0)	30 (25.0)	120 (100)
Chi-Square		Value	DF	Significance
-----		-----	----	-----
Pearson		2.82061	2	.24407
Likelihood Ratio		3.09723	2	.21254
Mantel-Haenszel test for linear association		.13169	1	.71669
Minimum Expected Frequency -		6.000		
Number of Missing Observations:		0		

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between type of industry and perception of respondents regarding change they see in industry due to practice of social work values. However, it is seen that of the 61 respondents from manufacturing industry, 45(73.8%), of the 24 respondents from service industry, 21(87.5%), and of 35 respondents from other industries, 24(68.6%) could perceive that they see change in industry due to practice of social work values.

Table 79: Type of Organization and Perception regarding change due to social work values

Variable	n	Mean	SD	SE of Mean	95% (CI)
Public Sector	120	1.2500	0.435	0.040	0.057 to 0.310
Private Sector	120	1.4333	0.498	0.045	
Paired differences		0.1833	0.698	0.064	
t-value=2.88, d.f.=119, p=0.005 Statistically Significant					

It can be seen from the above table that 't' value is significant at .005 level of confidence. Hence, it can be interpreted that group of respondents from private sector organizations and public sector organizations differ significantly with reference to their perception regarding change they see in Industry due to practice of social work values.

Further it can be interpreted that mean score (1.4333) of group of respondents from private sector organizations is higher than mean score (1.2500) of group of respondents from public sector organizations.

Table 80: Gender and Perception regarding change due to social work values

Social work values					
Variable	n	Mean	SD	SE of Mean	95% (CI)
Male	120	1.2500	0.435	0.040	-0.015 to 0.182
Female	120	1.1667	0.374	0.034	
Paired differences		0.0833	0.544	0.050	
t-value=1.68, d.f.=119, p=0.096					
Statistically Not Significant					

It can be seen from the above table that 't' value is not significant. Hence, it can be interpreted that group of male and female respondents do not differ significantly from each other with reference to their perception regarding change they see in Industry due to practice of social work values.

Section II: Attitude towards Social Work

Table 81: Attitude of the respondents

n=120

Sr. No.	Attitude towards	Attitude		Total
		Positive	Negative	
1	Training	86 (71.7%)	34 (28.3%)	120 (100%)
2	Professional Self	69 (57.5%)	51 (42.5%)	120 (100%)
3	Job	65 (54.6%)	54 (45.4%)	119 (100%)
4	Social work Intervention	47 (39.2%)	73 (60.8%)	120 (100%)

It can be seen from the above table that 86(71.7%) respondents showed positive attitude towards training, 69(57.5%) and 65 (54.6%) respondents showed positive attitude towards professional self and towards their job respectively. And 47(39.2%) respondents showed positive attitude towards social work interventions. It is also seen that 73(60.8%) showed negative attitude towards social work interventions.

Attitude of the Respondents

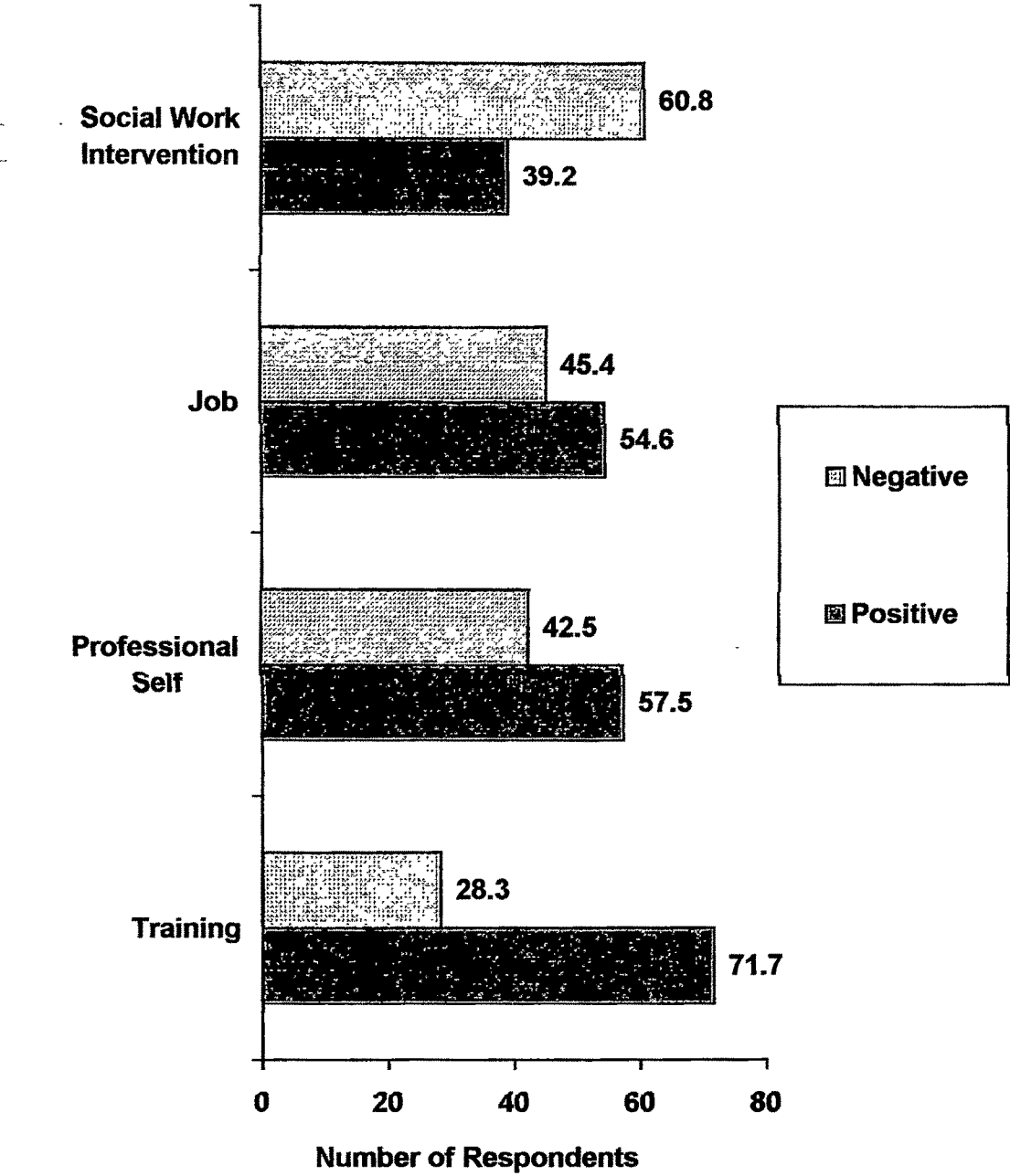


Table 82: Experience and Attitude towards Training

n=120

Sr. No.	Experience (in Years)	Attitude		Total
		Positive	Negative	
1	<=10	52 (69.3)	23 (30.7)	75 (62.5)
2	11-20	17 (63.0)	10 (37.0)	27 (22.5)
3	21-30	17 (94.4)	1 (5.6)	18 (15.0)
Total		86 (71.7)	34 (28.3)	120 (100)
Chi-Square		Value	DF	Significance
Pearson		5.80757	2	.05482
Likelihood Ratio		7.27827	2	.02628
Mantel-Haenszel test for linear association		2.53520	1	.11133
Minimum Expected Frequency -		5.100		
Number of Missing Observations:		0		

It can be interpreted from the above table that chi-square is significant. It means that there is significant relationship between experience of the respondents and their attitude towards training. Further it is seen that of the 75 respondents having <=10 years of experience, 52(69.3%), of the 27 respondents having 11-20 years of experience, 17(63.0%), and of the 18 respondents having 21-30 years of experience, 17(94.4%) showed positive attitude towards training.

It is also seen that of the total 34(28.3%) respondents who showed negative attitude towards training, 23 respondents were having <=10 years of experience, 10 respondents were having 11-20 years of experience, and only 1 respondents was having 21-30 years of experience.

Table 83 Income and Attitude towards Training

n=120

Sr. No.	Income (Rs./month)	Attitude		Total
		Positive	Negative	
1	upto 15,000	41 (65.1)	22 (34.9)	63 (52.5)
2	15,0001-30,000	33 (75.0)	11 (25.0)	44 (36.7)
3	30,001-50,000	12 (92.3)	1 (7.7)	13 (10.8)
Total		86 (71.7)	34 (28.3)	120 (100)
Chi-Square		Value	DF	Significance
Pearson		4.31473	2	.11563
Likelihood Ratio		5.00515	2	.08187
Mantel-Haenszel test for linear association		4.13370	1	.04204
Minimum Expected Frequency -		3.683		
Cells with Expected Frequency < 5 -		1 OF	6 (16.7%)	
Number of Missing Observations: 0				

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between Income of the respondents and their attitude towards training.

However, it is seen that of the 63 respondents having income upto Rs. 15,000/- per month, 41(65.1%), of the 44 respondents having income of Rs.15,001 to Rs.30,000 per month, 33(75.0%), and of the 13 respondents having income of Rs. 30,001 to Rs. 50,000/- per month, 12(92.3%), showed positive attitude towards training.

Further, it is seen that, of the total 34(28.3%) respondents, who showed negative attitude towards training, 22 respondents were having income upto Rs. 15,000/- per month, 11 respondents were having income of Rs. 15,001 to Rs.30,000/- per month, and only 1 respondents was having income of Rs. 30,001 to Rs. 50,000 per month.

Table 84: Type of Industry and Attitude towards training

n=120

Sr. No.	Type of Industry	Attitude		Total
		Positive	Negative	
1	Manufacturing	45 (73.8)	16 (26.2)	61 (50.8)
2	Service	18 (75.0)	6 (25.0)	24 (20.0)
3	Others	23 (65.7)	12 (34.3)	35 (29.2)
Total		86 (71.7)	34 (28.3)	120 (100)
Chi-Square		Value	DF	Significance
-----		-----	----	-----
Pearson		.87500	2	.64565
Likelihood Ratio		.85766	2	.65127
Mantel-Haenszel test for linear association		.61255	1	.43383
Minimum Expected Frequency - 6.800				
Number of Missing Observations: 0				

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between type of industry and attitude of the respondents towards training.

However, it is seen that of the 61 respondents from manufacturing industry, 45(73.8%), of the 24 respondents from service industry, 18(75.0%), and of the 35 respondents from other industries, 23(65.7%), showed positive attitude towards training.

Further, it is seen that, of the total 34(28.3%) respondents, who showed negative attitude towards training, 16 respondents were from manufacturing industry, 6 respondents were from service industry and 12 respondents were from other industries.

Table 85: Type of Organization and Attitude towards Training

Variable	n	Mean	SD	SE of Mean	95% (CI)
Public Sector	120	1.2833	0.453	0.041	0.029 to 0.271
Private Sector	120	1.433	0.498	0.045	
Paired differences		0.1500	0.669	0.061	
t-value=2.46, d.f.=119, p=0.01 Statistically Significant					

It can be seen from the above table that 't' value is significant at .01 level of confidence. Hence, it can be interpreted that group of respondents from private sector organizations and public sector organizations differ significantly with reference to their perception regarding attitude towards training.

Further it can be interpreted that mean score (1.433) of group of respondents from public sector organizations is higher than mean score (1.2833) of group of respondents from private sector organizations.

Table 86: Gender and Attitude towards Training

Variable	n	Mean	SD	SE of Mean	95% (CI)
Male	120	1.2833	0.453	0.041	0.009 to 0.225
Female	120	1.1667	0.374	0.034	
Paired differences		0.1167	0.597	0.054	
t-value=2.14, d.f.=119, p=0.03 Statistically Significant					

It can be seen from the above table that 't' value is significant at 0.05 level of confidence. Hence, it can be interpreted that group of male and female respondents do not differ significantly from each other with reference to their perception regarding attitude towards training.

Further it can be interpreted that mean score (1.2833) of male group is higher than mean score (1.1667) of female group.

Table 87: Experience and Attitude towards Professional Self

n=120

Sr. No.	Experience (in Years)	Attitude		Total
		Positive	Negative	
1	<=10	44 (58.7)	31 (41.3)	75 (62.5)
2	11-20	13 (48.1)	14 (51.9)	27 (22.5)
3	21-30	12 (66.7)	6 (33.3)	18 (15.0)
Total		69 (57.5)	51 (42.5)	120 (100)
Chi-Square		Value	DF	Significance
-----		-----	---	-----
Pearson		1.62698	2	.44331
Likelihood Ratio		1.63037	2	.44256
Mantel-Haenszel test for linear association		.03697	1	.84752
Minimum Expected Frequency -		7.650		
Number of Missing Observations:		0		

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between experience of the respondents and their attitude towards professional self.

However, it is seen that of the 75 respondents having <=10 years of experience, 44(58.7%), of the 27 respondents having 11-20 years of experience, 13(48.1%), and of the 18 respondents having 21-30 years of experience, 12(66.7%) showed positive attitude towards professional self.

Further, It is seen that of the total 51(42.5%) respondents who showed negative attitude towards professional self, 31 respondents were having <=10 years of experience, 14 respondents were having 11-20 years of experience, and 6 respondents were having 21-30 years of experience.

Table 88: Income and Attitude towards Professional Self

n=120

Sr. No.	Income (Rs./month)	Attitude		Total
		Positive	Negative	
1	upto 15,000	34 (54.0)	29 (46.0)	63 (52.5)
2	15,0001-30,000	26 (59.1)	18 (40.9)	44 (36.7)
3	30,001-50,000	9 (69.2)	4 (30.8)	13 (10.8)
Total		69 (57.5)	51 (42.5)	120 (100)
Chi-Square		Value	DF	Significance
-----		-----	----	-----
Pearson		1.09918	2	.57719
Likelihood Ratio		1.12323	2	.57029
Mantel-Haenszel test for linear association		1.03441	1	.30912
Minimum Expected Frequency -		5.525		
Number of Missing Observations:		0		

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between Income of the respondents and their attitude towards professional self.

However, it is seen that, of the 63 respondents having income upto Rs. 15,000/- per month, 34(54.0%), of the 44 respondents having income of Rs.15,001 to Rs.30,000 per month, 26(59.1%), and of the 13 respondents having income of Rs. 30,001 to Rs. 50,000/- per month, 9(69.2%), showed positive attitude towards professional self.

Further, it is seen that, of the total 51(42.5%) respondents, who showed negative attitude towards professional self, 29 respondents were having income upto Rs. 15,000/- per month, 18 respondents were having income of Rs. 15,001 to Rs.30,000/- per month, and 4 respondents were having income of Rs. 30,001 to Rs. 50,000 per month.

Table 89: Type of Industry and Attitude towards Professional Self

n=120

Sr. No.	Type of Industry	Attitude		Total
		Positive	Negative	
1	Manufacturing	36 (59.0)	25 (41.0)	61 (50.98)
2	Service	17 (70.8)	7 (29.2)	24 (20.0)
3	Others	16 (45.7)	19 (54.3)	35 (29.2)
Total		69 (57.5)	51 (42.5)	120 (100)
Chi-Square		Value	DF	Significance
-----		-----	----	-----
Pearson		3.79275	2	.15011
Likelihood Ratio		3.83822	2	.14674
Mantel-Haenszel test for linear association		1.14521	1	.28456
Minimum Expected Frequency -		10.200		
Number of Missing Observations:		0		

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between type of industry and attitude of respondents towards professional self.

However, it is seen that, of the 61 respondents from manufacturing industry, 36(59.0%), of the 24 respondents from service industry, 17(70.8%), and of the 35 respondents from other industries, 16(45.7%), showed positive attitude towards professional self.

Further, it is seen that, of the total 51(42.5%) respondents, who showed negative attitude towards professional self, 25 respondents were from manufacturing industry, 7 respondents were from service industry and 19 respondents were from other industries.

Table 90: Type of Organization and Attitude towards Professional Self

Variable	n	Mean	SD	SE of Mean	95% (CI)
Public Sector	120	1.4250	0.496	0.045	-0.117 to 0.133
Private Sector	120	1.433	0.498	0.045	
Paired differences		0.0083	0.692	0.063	
t-value=0.13, d.f.=119, p=0.895 Statistically Not Significant					

It can be seen from the above table that 't' value is not significant. Hence, it can be interpreted that group of respondents from private sector organizations and public sector organizations do not differ significantly with reference to their perception regarding attitude towards professional self.

Table 91: Gender and Attitude towards Professional Self

Variable	n	Mean	SD	SE of Mean	95% (CI)
Male	120	1.4250	0.496	0.045	0.147 to 0.370
Female	120	1.1667	0.496	0.045	
Paired differences		0.2583	0.615	0.056	
t-value=4.60, d.f.=119, p=0.000 Statistically Significant					

It can be seen from the above table that 't' value is significant at level of 0.001 level of confidence. Hence, it can be interpreted that group of male and female respondents differ significantly from each other with reference to their perception regarding attitude towards professional self.

Further, it can be interpreted that mean score (1.4250) of male group is higher than mean score (1.1667) of female group.

Table 92: Experience and Attitude towards Job

n=119

Sr. No.	Experience (in Years)	Attitude		Total
		Positive	Negative	
1	<=10	39 (52.7)	35 (47.3)	74 (62.2)
2	11-20	14 (51.9)	13 (48.1)	27 (22.7)
3	21-30	12 (66.7)	6 (33.3)	18 (15.1)
Total		65 (54.6)	54 (45.4)	119 (100)
Chi-Square		Value	DF	Significance
-----		-----	----	-----
Pearson		1.24710	2	.53604
Likelihood Ratio		1.27390	2	.52890
Mantel-Haenszel test for linear association		.78464	1	.37573
Minimum Expected Frequency -		8.168		
Number of Missing Observations:		1		

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between experience of the respondents and their attitude towards their Job.

However, it is seen that, of the 74 respondents having <=10 years of experience, 39(52.7%), of the 27 respondents having 11-20 years of experience, 14(51.9%), and of the 18 respondents having 21-30 years of experience, 12(66.7%) showed positive attitude towards their job.

Further, It is seen that of the total 54(45.4%) respondents who showed negative attitude towards job, 35 respondents were having <=10 years of experience, 13 respondents were having 11-20 years of experience, and 6 respondents were having 21-30 years of experience.

Table 93: Income and Attitude towards Job

n=119

Sr. No.	Salary (in Rs.)	Attitude		Total
		Positive	Negative	
1	upto 15,000	33 (53.2)	29 (46.8)	62 (52.1)
2	15,0001-30,000	22 (50.0)	22 (50.0)	44 (37.0)
3	30,001-50,000	10 (76.9)	3 (23.1)	13 (10.9)
Total		65 (54.6)	54 (45.4)	119 (100)
Chi-Square		Value	DF	Significance
Pearson		3.03643	2	.21910
Likelihood Ratio		3.21650	2	.20024
Mantel-Haenszel test for linear association		1.03423	1	.30917
Minimum Expected Frequency -		5.899		
Number of Missing Observations:		1		

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between income of the respondents and their attitude towards their job.

However, it is seen that, of the 62 respondents having income upto Rs. 15,000/- per month, 33(53.2%), of the 44 respondents having income of Rs.15,001 to Rs.30,000 per month, 22(50.0%), and of the 13 respondents having income of Rs. 30,001 to Rs. 50,000/- per month, 10(76.9%), showed positive attitude towards their job.

Further, it is seen that, of the total 54(45.4%) respondents, who showed negative attitude towards their job, 29 respondents were having income upto Rs. 15,000/- per month, 22 respondents were having income of Rs. 15,001 to Rs.30,0010- per month, and 3 respondents were having income of Rs. 30,001 to Rs. 50,000 per month.

Table 94: Type of Industry and Attitude towards Job

n=119

Sr. No.	Type of Industry	Attitude		Total
		Positive	Negative	
1	Manufacturing	38 (62.3)	23 (37.7)	61 (51.3)
2	Service	10 (43.5)	13 (56.5)	23 (19.3)
3	Others	17 (48.6)	18 (51.4)	35 (29.4)
Total		65 (54.6)	54 (45.4)	119 (100)
Chi-Square		Value	DF	Significance
Pearson		3.11824	2	.21032
Likelihood Ratio		3.12936	2	.20915
Mantel-Haenszel test for linear association		2.04712	1	.15249
Minimum Expected Frequency - 10.437				
Number of Missing Observations: 1				

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between type of industry and attitude of respondents towards their job.

However, it is seen that, of the 61 respondents from manufacturing industry, 38(62.3%), of the 23 respondents from service industry, 10(43.5%), and of the 35 respondents from other industries, 17(48.6%), showed positive attitude towards their job.

Further, it is seen that, of the total 54(45.4%) respondents, who showed negative attitude towards their job, 23 respondents were from manufacturing industry, 13 respondents were from service industry and 18 respondents were from other industries.

Table 95: Type of Organization and Attitude towards Job

Variable	n	Mean	SD	SE of Mean	95% (CI)
Private Sector	119	1.4583	0.500	0.046	-0.140 to 0.106
Public sector	119	1.4370	0.498	0.046	
Paired differences		-0.0168	0.676	0.062	
t-value=-0.27, d.f.=118, p=0.787					
Statistically Not Significant					

It can be seen from the above table that ‘t’ value is not significant. Hence, it can be interpreted that group of respondents from private sector organizations and public sector organizations do not differ significantly with reference to their perception regarding attitude towards their job.

Table 96: Gender and Attitude towards Job

Variable	n	Mean	SD	SE of Mean	95% (CI)
Male	119	1.4583	0.500	0.046	0.177 to 0.411
Female	119	1.1597	0.368	0.034	
Paired differences		0.2941	0.642	0.059	
t-value=4.99, d.f.=118, p=0.000					
Statistically Significant					

It can be seen from the above table that ‘t’ value is significant at 0.001 level of confidence. Hence, it can be interpreted that group of male respondents differ significantly from group of female respondents with reference to their attitude towards their job.

Further it can be interpreted that mean score (1.4583) of male group is higher than mean score (1.1597) of female group.

Table 97: Experience and Attitude towards Social Work Interventions
n=120

Sr. No.	Experience (in Years)	Attitude		Total
		Positive	Negative	
1	<=10	31 (41.3)	44 (58.7)	75 (62.5)
2	11-20	12 (44.4)	15 (55.6)	27 (22.5)
3	21-30	4 (22.2)	14 (77.8)	18 (15.0)
Total		47 (39.2)	73 (60.8)	120 (100)
Chi-Square		Value	DF	Significance
-----		-----	----	-----
Pearson		2.63247	2	.26814
Likelihood Ratio		2.80439	2	.24606
Mantel-Haenszel test for linear association		1.37981	1	.24013
Minimum Expected Frequency -		7.050		
Number of Missing Observations:		0		

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between experience of the respondents and their attitude towards social work interventions in industry.

However, it is seen that of the 75 respondents having <=10 years of experience, 31(41.3%), of the 27 respondents having 11-20 years of experience, 12(44.4%), and of the 18 respondents having 21-30 years of experience, 4(22.2%) showed positive attitude towards social work interventions in industry.

Further, It is seen that of the total 73(60.8%) respondents who showed negative attitude towards social work interventions in industry, 44 respondents were having <=10 years of experience, 15 respondents were having 11-20 years of experience, and 14 respondents were having 21-30 years of experience.

Table 98: Income and Attitude towards Social Work Interventions
n=120

Sr. No.	Salary (in Rs.)	Attitude		Total
		Positive	Negative	
1	upto 15,000	25 (39.7)	38 (60.3)	63 (52.5)
2	15,0001-30,000	16 (36.4)	28 (63.6)	44 (36.7)
3	30,001-50,000	6 (46.2)	7 (53.8)	13 (10.8)
Total		47 (39.2)	73 (60.8)	120 (100)
Chi-Square		Value	DF	Significance
-----		-----	----	-----
Pearson		.41850	2	.81119
Likelihood Ratio		.41521	2	.81253
Mantel-Haenszel test for linear association		.02567	1	.87270
Minimum Expected Frequency -		5.092		
Number of Missing Observations:		0		

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between income of the respondents and their attitude towards social work interventions in industry.

However, it is seen that, of the 63 respondents having income upto Rs. 15,000/- per month, 25(39.7%), of the 44 respondents having income of Rs.15,001 to Rs.30,000 per month, 16(36.4%), and of the 13 respondents having income of Rs. 30001 to Rs. 50,000/- per month, 6(46.2%), showed positive attitude towards social work interventions in industry.

Further, it is seen that, of the total 73(60.8%) respondents, who showed negative attitude towards social work interventions in industry, 38 respondents were having income upto Rs. 15,000/- per month, 28 respondents were having income of Rs. 15,001 to Rs.30,000/- per month, and 7 respondents were having income of Rs. 30,001 to Rs. 50,000 per month.

Table 99: Type of Industry and Attitude towards Social work Interventions

n=120

Sr. No.	Type of Industry	Attitude		Total
		Positive	Negative	
1	Manufacturing	24 (39.3)	37 (60.7)	61 (50.8)
2	Service	11 (45.8)	13 (54.2)	24 (20.0)
3	Others	12 (34.3)	23 (65.7)	35 (29.2)
Total		47 (39.2)	73 (60.8)	120 (100)
Chi-Square		Value	DF	Significance
-----		-----	----	-----
Pearson		.79845	2	.67084
Likelihood Ratio		.79689	2	.67136
Mantel-Haenszel test for linear association		.15200	1	.69663
Minimum Expected Frequency -		9.400		

It can be interpreted from the above table that chi-square is not significant. It means that there is no significant relationship between type of industry and attitude of the respondents towards social work interventions in industry.

However, it is seen that, of the 61 respondents from manufacturing industry, 24(39.3%), of the 24 respondents from service industry, 11(45.8%), and of the 35 respondents from other industries, 12(34.3%), showed positive attitude towards social work interventions in industry.

Further, it is seen that, of the total 73(60.8%) respondents, who showed negative attitude towards social work interventions in industry, 37 respondents were from manufacturing industry, 13 respondents were from service industry and 23 respondents were from other industries.

Table 100: Type of Organization and Attitude towards Social Work Interventions

Interventions					
Variable	n	Mean	SD	SE of Mean	95% (CI)
Private Sector	120	1.6083	0.490	0.045	-0.1750 to -0.050
Public Sector	120	1.4333	0.498	0.498	
Paired differences		-0.1750	0.694	0.063	
t-value=-2.76, d.f.=119, p=0.007 Statistically Significant					

It can be seen from the above table that 't' value is significant at 0.01 level of confidence. Hence, it can be interpreted that group of respondents from private sector organizations differ significantly from each other with reference to their attitude towards social work interventions in industry.

Further it can be interpreted that mean score (1.4333) of group of respondents from private sector organizations is lower than mean score (1.6083) of group of respondents from public sector organizations.

Table 101: Gender and Attitude towards Social Work Interventions

Variable	n	Mean	SD	SE of Mean	95% (CI)
Male	120	1.6083	0.490	0.045	0.330 to 0.554
Female	120	1.1667	0.374	0.034	
Paired differences		0.4417	0.619	0.057	
t-value=7.82, d.f.=119, p=0.000 Statistically Significant					

It can be seen from the above table that 't' value is significant at 0.001 level of confidence. Hence, it can be interpreted that group of male respondents differ significantly from group of female respondents with reference to their attitude towards social work interventions.

Further it can be interpreted that mean score (1.6083) of male group is higher than mean score (1.1667) of female group.