Chapter - IV

DATA ANALYSIS AND INTERPRETATION :

SOCIAL WORK KNOWLEDGE AND SKILLS IN INDUSTRY

Knowledge is power. Knowledge develops understanding. Skills are application of knowledge. Social work knowledge and skills form the basis for the social work practice. Knowledge can be acquired through many means. Social work knowledge is acquired during social work training through theory courses. Skills are developed through field work programme and later on sharpen through their use. Are knowledge and skills acquired through the M.S.W. training relevant for practice in Industry? What is the perception of professional social workers regarding this? Is there relationship between perception of respondents and their experience, income, designation?

In this chapter an attempt has been made to analyse and interpret the data related to social work knowledge with reference to its relevance for providing various services like Human Resource Services, Personnel and Administrative Services, Industrial Relations Services, Welfare Services and Supervisory services.

For analyzing data chi-square and 't' tests are administered. The analyzed data is tabulated and presented using simple frequency tables as well as bivariate tables.

The chapter is divided into three sections:

Section-I : Profile of the respondents is presented and interpreted.

Section-II : Data on relevance of social work knowledge in Industry are presented and interpreted.

Section-III : Data on relevance of social work skills in Industry are presented and interpreted.

Section-I: Profile of the Respondents

Table 1: Distribution of respondents according to their Age

n=120

Sr. No.	Age (in years)	Male		Female		Total	
		Frequency	*%*	*Frequency*	*%*	*Frequency*	*%*
1.	<=30	38	31.7	13	10.8	51	42.5
2.	31-45	42	35.0	07	5.8	49	40.8
3.	46-60	20	16.7	Nil	Nil	20	16.7
Total		100	83.3	20	16.7	120	100%

It is seen from the above table that of the total 120 respondents, 100(83.3%) were male respondents and 20(16.7%) were female respondents. It is also seen that of the total 120 respondents 51(42.8%) were in the age group of <=30 years, 49(40.8%) respondents were in age group of 31 to 45 years and 20(16.7%) respondents belonged to the age group of 46 to 60 years.

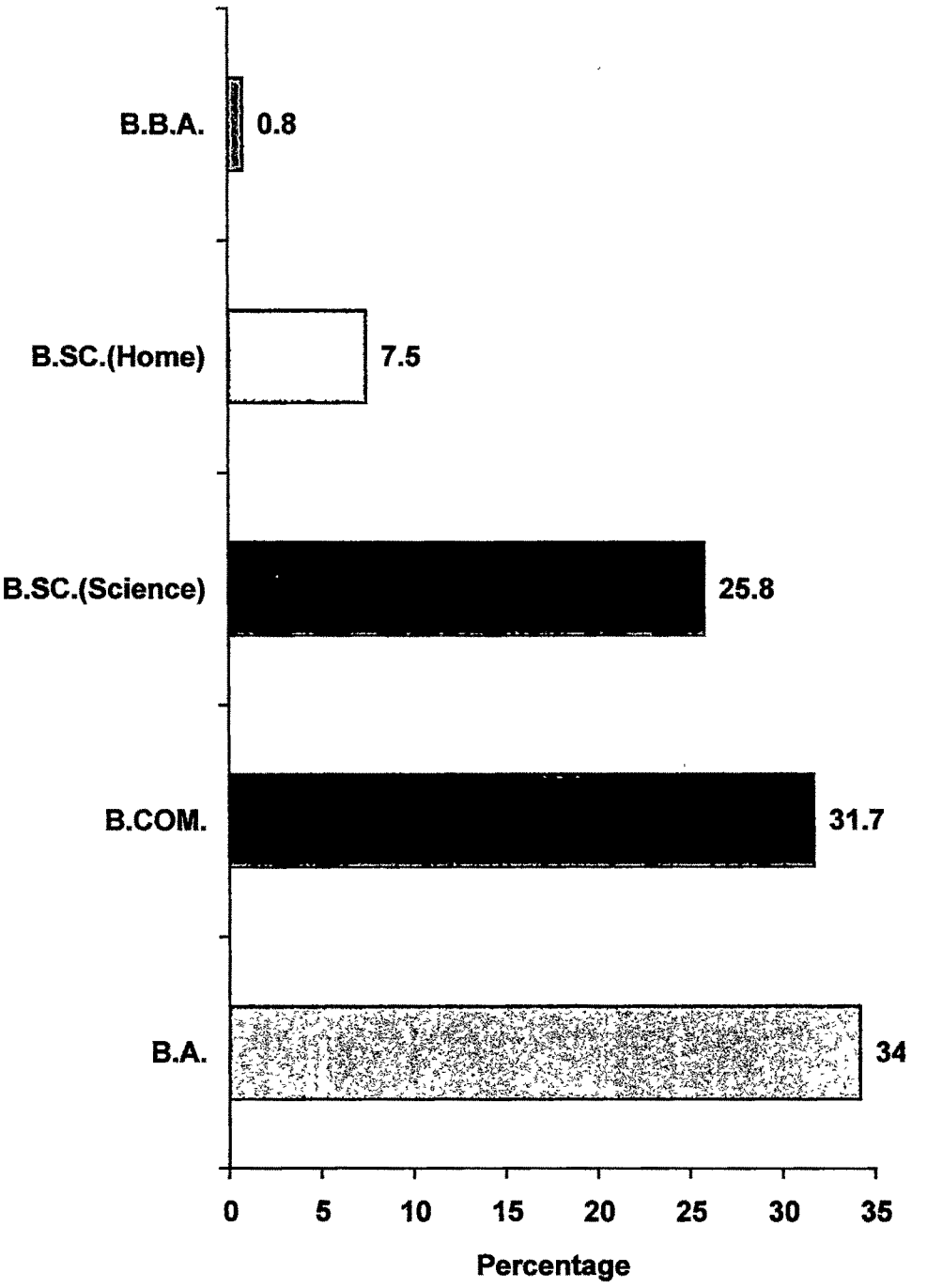
Table 2: Distribution of respondents according to their Experience

n=120

Sr. No.	Experience (in years.)	Frequency	%
1.	<=10	75	62.5
2.	11-20	27	22.5
3.	21-30	18	15.0
Total		**120**	**100.0**

It is seen from the above table that experience of the respondents ranged from <=10 to 30 years. Of the 120 respondents. 75(62.5%) respondents belonged to the category of respondents having <=10 years of experience, 27(22.5%) respondents had 11-20 years of experience and remaining 18(15%) respondents had 21-30 years of experience.

Education:Background of the Respondents



Additional Qualification besides M.S.W.

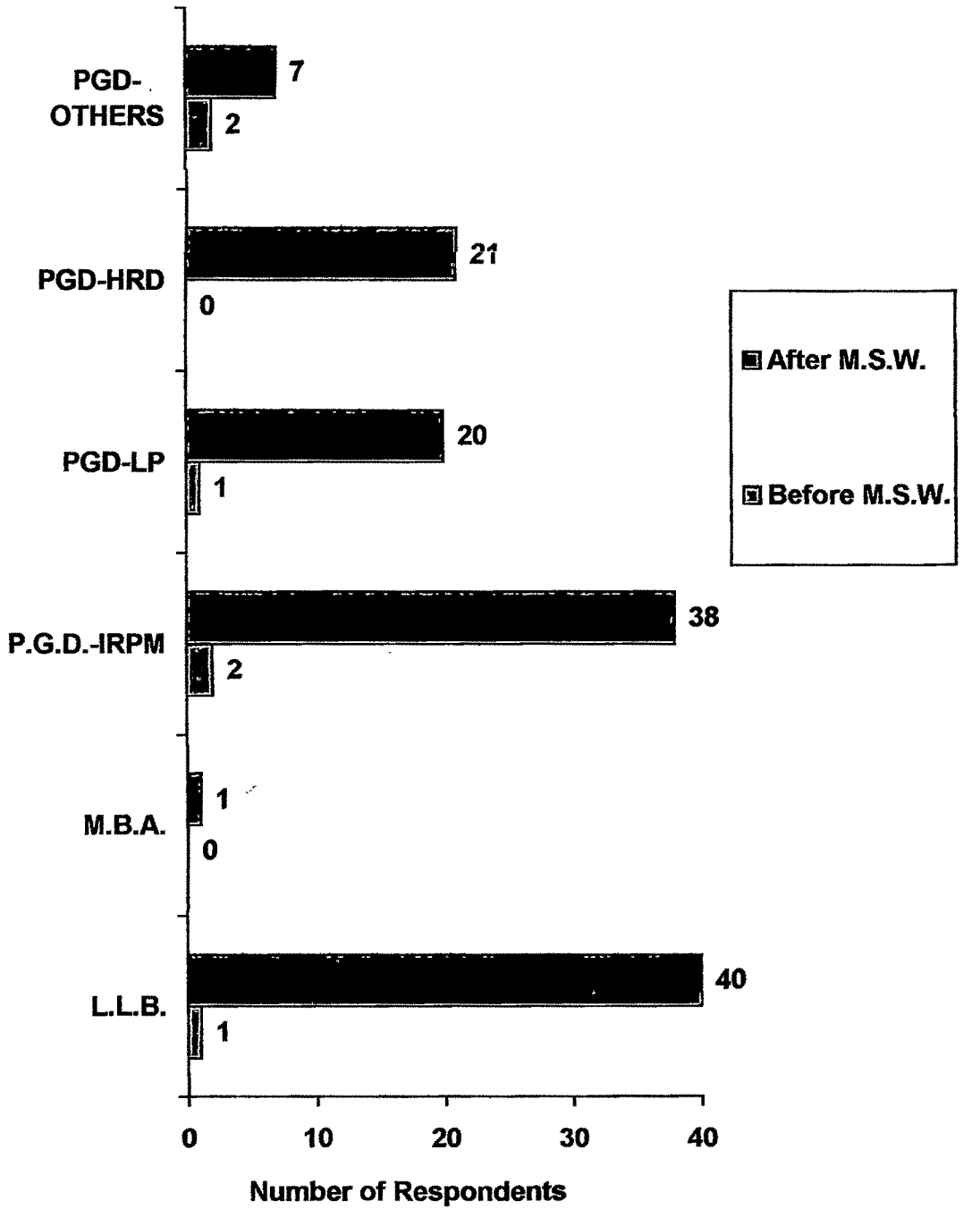


Table 3: Distribution of respondents according to their Designation

n=120

Sr. No.	Designation	Frequency	%
1.	Junior management Level	58	48.3
2.	Middle Management Level	35	29.2
3.	Senior Management Level	27	22.5
Total		**120**	**100.0**

It is seen from the above table that of the total 120 respondents 58(48.3%) respondents were from junior management level, 35(29.2%) were from middle management level and 27(22.5%) were from senior management level.

Table 4: Distribution of respondents according to their Income

n=120

Sr. No.	Income (Rs./month)	Frequency	%
1.	Upto 15,000	63	52.5
2.	15,001 - 30,000	44	36.7
3.	30,001 - 50,000	13	10.8
Total		**120**	**100.0**

It is seen from the above table that of the 120 respondents 63(52.5%) respondents were having income upto Rs.15,000 per month, 44(36.7%) respondents were in the income group of Rs. 15,001 to Rs. 30,000 per month and 13(10.8%) were in the income group of Rs. 30,001 to Rs. 50,000 per month.

Table 5: Distribution of respondents according to Type of Organization

n=120

Sr. No.	Type of Organization	Frequency	%
1.	Private Sector	55	45.8
2.	Public Sector	37	30.8
3.	Others	28	23.4
Total		**120**	**100.0**

It is seen from the above table that of the 120 respondents, 55(45.8%) respondents were from Private sector organizations, 37(30.8%) respondents were from Public sector organizations and remaining 28(23.4%) were from other organizations.

Table 6: Distribution of respondents according to Type of Industry

n=120

Sr. No.	Type of Industry	Frequency	%
1.	Manufacturing	61	50.8
2.	Service	24	20.0
3.	Others	35	29.2
Total		**120**	**100.0**

It is seen from the above table that of the 120 respondents, 61(50.8%) respondents were from Manufacturing industries, 24(20.0%) were from Service industry and 35(29.2%) belonged to other industries.

Section-II: Knowledge for Social Work Practice in Industry

Table 7: Perception of respondents regarding Relevance of Knowledge of Human Development and Human Behaviour for providing Services in Industry

n=120

Services	Relevance						Total
	SA	A	N	DA	SDA	NR	
1. Most relevant for providing human resource services	57 (47.5)	55 (45.8)	5 (4.2)	1 (0.8)	0	2 (1.7)	120 (100)
2. Most relevant for providing personnel/ administrative services	54 (45.0)	56 (46.7)	4 (3.3)	1 (0.8)	1 (0.8)	4 (3.3)	120 (100)
3. Most relevant for providing industrial relation services	64 (53.3)	45 (37.5)	8 (6.7)	1 (0.8)	0	2 (1.7)	120 (100)
4. Most relevant for providing welfare services	54 (45.0)	48 (40.0)	15 (12.5)	0	0	3 (2.5)	120 (100)
5. Most relevant for providing supervisory services	78 (65.0)	32 (26.7)	6 (5.0)	2 (1.7)	0	2 (1.7)	120 (100)
6. Most critical for providing effective human resource services	69 (57.5)	39 (32.5)	6 (5.0)	3 (2.5)	1 (0.8	2 (1.7)	120 (100)
7. Most critical for providing effective personal/ administrative services	77 (64.2)	33 (27.5)	5 (4.2)	2 (1.7)	0	3 (2.5)	120 (100)
8. Most critical for providing effective industrial relation services	54 (45.0)	49 (40.8)	12 (10.0)	2 (1.7)	0	3 (2.5)	120 (100)
9. Most critical for providing effective welfare services	62 (51.7)	42 (35.0)	8 (6.7)	4 (3.3)	0	4 (3.3)	120 (100)
10. Most critical for providing supervisory services	61 (50.8)	35 (29.2)	16 (13.3)	3 (2.5)	0	5 (4.2)	120 (100)

SA=Strongly Agree, A=Agree, N= Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents, 78(65.0%) respondents agreed that knowledge of Human Development and Human Behaviour is most relevant for providing supervisory services and 77(64.2%) respondents strongly agreed that it is most critical for providing personnel and administrative services.

In all, of the 120 respondents 110(91.7%) respondents either strongly agreed or agreed that the knowledge of Human Development and Human Behaviour is most relevant and most critical for providing human resource, personnel & administrative, industrial relations, welfare and supervisory services,

From this it can be interpreted that 91.7% of respondents could perceive the relevance of the knowledge of Human Development and Human Behaviour for providing services in industry.

Table 8: Total Experience and Perception of Relevance of the Knowledge of Human Development and Human Behaviour

n=120

Sr. No.	Experience (in years)	Perception			
		Relevant	Neutral	Not Relevant	Total
1	<=10	71 (94.7)	4 (5.3)	0	75 (62.5)
2	11-20	22 (81.5)	3 (11.1)	2 (7.4)	27 (22.5)
3	21-30	17 (94.4)	0	1 (5.6)	18 (15.0)
	Total	110 (91.7)	7 (5.8)	3 (2.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	7.91392	4	.09478
Likelihood Ratio	9.49641	4	.04982
Mantel-Haenszel test for linear association	1.78856	1	.18110

Minimum Expected Frequency - .450
Cells with Expected Frequency < 5 - 6 OF 9 (66.7%)

It can be interpreted from the above table that chi-square is not significant. It means that the perception of respondents regarding relevance of the knowledge of Human Development and Human Behaviour has no significant relationship with the total experience. However, it is seen that of the 110(91.7%) respondents who perceived the relevance of the knowledge of Human development and Human Behaviour, 71 belonged to the category of respondents having <=10 years of experience, 22 having 11 to 20 years of experience and 17 having 21 to 30 years of experience.

Table 9: Type of Industry and Perception of Relevance of the Knowledge of Human Development and Human Behaviour

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Manufacturing	58 (95.1)	3 (4.9)	0	61 (50.8)
2	Service	23 (95.8)	1 (4.2)	0	24 (20.0)
3	Others	29 (82.9)	3 (8.6)	3 (8.6)	35 (29.2)
Total		110 (91.7)	7 (5.8)	3 (2.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	8.35683	4	.07935
Likelihood Ratio	8.43266	4	.07695
Mantel-Haenszel test for linear association	5.81890	1	.01585

Minimum Expected Frequency - .600
Cells with Expected Frequency < 5 - 6 OF 9 (66.7%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Human Development and Human Behaviour and type of industry. However, it is seen that of the 61respondents from manufacturing industry, 58(95.1%), of the 24 respondents from service industry, 23(95.8%), and of 35 respondents from other industries 29(82.9%) could perceive the relevance of the knowledge of Human development and Human behaviour.

Table 10: Type of Organization and Perception of Relevance of the Knowledge of Human Development and Human Behaviour

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Private Sector	48 (87.3)	6 (10.9)	1 (1.8)	55 (45.8)
2	Public Sector	34 (91.9)	1 (2.7)	2 (5.4)	37 (30.8)
3	Others	28 (100.0)	0	0	28 (23.4)
	Total	110 (91.7)	7 (5.8)	3 (2.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	7.06386	4	.13255
Likelihood Ratio	8.74486	4	.06780
Mantel-Haenszel test for linear association	2.26488	1	.13234

Minimum Expected Frequency - .700
Cells with Expected Frequency < 5 - 6 OF 9 (66.7%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Human Development and Human Behaviour and type of organization. However, it is seen that of 55 respondents from private sector, 48(87.3%), of the 37 respondents from public sector, 34(91.9%) and of 28 respondents from other than private and public sector, 28(100%) could perceive the relevance of the knowledge of Human development and Human behaviour.

Table 11: Gender and Perception of the Relevance of the Knowledge of Human Development and Human Behaviour

n=120

Sr. No.	Gender	Perception			
		Relevant	**Neutral**	**Not Relevant**	**.Total**
1	Male	91 (91.0)	7 (7.0)	2 (2.0)	100 (83.3)
2	Female	19 (95.0)	0	1 (5.0)	20 (16.7)
	Total	110 (91.7)	7 (5.8)	3 (2.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	1.40769	2	.49468
Likelihood Ratio	2.00261	2	.36740
Mantel-Haenszel test for linear association	.03216	1	.85767

Minimum Expected Frequency - .667
Cells with Expected Frequency < 5 - 3 OF 6 (50.0%)

It can be interpreted from the above table that chi-square is not significant. It means that the significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Human Development and Human Behaviour and Gender. However, it is seen that of the 100 male respondents, 91(91.0%) and of the 20 female respondents 19(95.0%) could perceive the relevance of the knowledge of Human Development and Human Behaviour

Table 12 Perception of respondents regarding Relevance of Knowledge of Society and Social problems for Providing Services in Industry

n=120

Services	Relevance						Total
	SA	A	N	DA	SDA	NR	
1. Most relevant for providing human resource services	38 (31.7)	67 (55.8)	14 (11.7)	0	0	1 (0.8)	120 (100)
2. Most relevant for providing personnel/ administrative services	40 (33.3)	61 (50.8)	13 (10.8)	1 (0.8)	0	5 (4.2)	120 (100)
3. Most relevant for providing industrial relation services	42 (35.0)	60 (50.0)	11 (9.2)	3 (2.5)	1 (0.8)	3 (2.5)	120 (100)
4. Most relevant for providing welfare services	53 (44.2)	54 (45.0)	10 (8.3)	2 (1.7)	0	1 (0.8)	120 (100)
5. Most relevant for providing supervisory services	50 (41.7)	54 (45.0)	12 (10.0)	2 (1.7)	0	2 (1.7)	120 (100)
6. Most critical for providing effective human resource services	52 (43.3)	47 (39.2)	13 (10.8)	6 (5.0)	0	2 (1.7)	120 (100)
7. Most critical for providing effective personal/ administrative services	61 (50.8)	42 (35.0)	11 (9.2)	2 (1.7)	0	4 (3.3)	120 (100)
8. Most critical for providing effective industrial relation services	54 (45.0)	52 (43.3)	10 (8.3)	2 (1.7)	0	2 (1.7)	120 (100)
9. Most critical for providing effective welfare services	38 (31.7)	59 (49.2)	12 (10.0)	7 (5.8)	0	4 (3.3)	120 (100)
10. Most critical for providing supervisory services	45 (37.5)	43 (35.8)	20 (16.7)	7 (5.8)	0	5 (4.2)	120 (100)

SA=Strongly Agree, A=Agree, N=Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents 67(55.8%) respondents agreed that knowledge of Society and Social Problems is most relevant for providing human resource services and 61(50.8%) agreed that it is most critical for providing personnel and administrative services.

In all of the 120 respondents, 104(86.7%) respondents either strongly agreed or agreed that the knowledge of Society and Social Problems is most relevant and most critical for providing human resource, personnel and administrative, industrial relations, welfare and supervisory services.

From this it can be interpreted that 104(86.7%) respondents could perceive the relevance of the knowledge of Society and Social Problems for providing services in industry.

Table 13 Total Experience and Perception of Relevance of the Knowledge of Society and Social Problems

n=120

Sr. No.	Experience (years)	Perception			
		Relevant	Neutral	Not Relevant	Total
1	<=10	65 (86.7)	8 (10.7)	2 (2.7)	75 (62.5)
2	11-20	24 (88.9)	2 (7.4)	1 (3.7)	27 (22.5)
3	21-30	15 (83.3)	2 (11.1)	1 (5.6)	18 (15.0)
	Total	104 (86.7)	12 (10.0)	4 (3.3)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	.65328	4	.95696
Likelihood Ratio	.63207	4	.95943
Mantel-Haenszel test for linear association	.16465	1	.68491

Minimum Expected Frequency - .600
Cells with Expected Frequency < 5 - 5 OF 9 (55.6%)

It can be interpreted from the above table that chi-square is not significant. It means that the perception of respondents regarding relevance of the knowledge of Society and Social problems has no significant relationship with the total experience. However, it is seen that of 104(86.7%) respondents who perceived the relevance of the knowledge of society and social problems 65 belonged to the category of respondents having <=10 years of experience, 24 having 11 to 20 years of experience and 15 having 21 to 30 years of experience.

Table 14: Type of Industry and Perception of Relevance of the Knowledge of Society and Social Problems

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Manufacturing	55 (90.2)	6 (9.8)	0	61 (50.8)
2	Service	21 (87.5)	3 (12.5)	0	24 (20.0)
3	Others	28 (80.0)	3 (8.6)	4 (11.4)	35 (29.2)
	Total	104 (86.7)	12 (10.0)	4 (3.3)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	10.20485	4	.03711
Likelihood Ratio	10.34390	4	.03502
Mantel-Haenszel test for linear association	4.65052	1	.03104

Minimum Expected Frequency - .800

Cells with Expected Frequency < 5 - 5 OF 9 (55.6%)

It can be interpreted from the above table that chi-square is significant at 0.05 level of confidence. It means that significant relationship exits between perception of the respondents regarding relevance of the knowledge of Society and Social Problems and type of industry.

It can be interpreted that of 61 respondents from manufacturing industry, 55(90.2%), of the 24 respondents from service industry, 21(87.5%) and of 35 respondents from other industries 28(80.0%) could perceive the relevance of the knowledge society and social problems.

Further it can be interpreted that of the 35 respondents, from other industries, 4(11.4%) could perceive that knowledge of society and social problems is not relevant whereas 3(8.6%) respondents remained neutral. It means that significant relationship exists between perception of respondents regarding relevance of knowledge of society and social problems and industry other than manufacturing and service.

Table 15: Type of Organization and Perception of the Relevance of knowledge of Society and Social Problems

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Private Sector	47 (85.5)	5 (9.1)	3 (5.5)	55 (45.8)
2	Public Sector	31 (83.8)	5 (13.5)	1 (2.7)	37 (30.8)
3	Others	26 (92.9)	2 (7.1)	0	28 (23.4)
	Total	104 (86.7)	12 (10.0)	4 (3.3)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	2.61930	4	.62341
Likelihood Ratio	3.41369	4	.49112
Mantel-Haenszel test for linear association	1.26997	1	.25977

Minimum Expected Frequency - .933
Cells with Expected Frequency < 5 - 5 OF 9 (55.6%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Society and Social Problems and type of organization. However, it is seen that of 55 respondents from private sector, 47(85.5%), of the 37 respondents from public sector, 31(83.8%) and of 28 respondents from other industries, 26(92.9%) could perceive the relevance of the knowledge of Society and Social Problems.

Table 16: Gender and Perception of the Relevance of Knowledge of Society and Social Problems

n=120

Sr. No.	Gender	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Male	87 (87.0)	9 (9.0)	4 (4.0)	100 (83.3)
2	Female	17 (85.0)	3 (15.0)	0	20 (16.7)
	Total	104 (86.7)	12 (10.0)	4 (3.3)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	1.40769	2	.49468
Likelihood Ratio	2.00261	2	.36740
Mantel-Haenszel test for linear association	.03216	1	.85767

Minimum Expected Frequency - .667
Cells with Expected Frequency < 5 - 3 OF 6 (50.0%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Society and Social Problems and Gender. However, it is seen that of the 100 male respondents, 87(87.0%) and of the 20 female respondents, 17(85.0%) could perceive the relevance of the knowledge of Society and Social Problems.

Table 17 Perception of respondents regarding Relevance of Knowledge of Social Case Work for Providing Services in Industry

n=120

Services	Relevance						Total
	SA	A	N	DA	SDA	NR	
1. Most relevant for providing human resource services	51 (42.5)	58 (48.3)	6 (5.0)	3 (2.3)	0	2 (1.7)	120 (100)
2. Most relevant for providing personnel/ administrative services	46 (38.3)	63 (52.5)	5 (4.2)	2 (1.7)	0	4 (3.3)	120 (100)
3. Most relevant for providing industrial relation services	54 (45.0)	59 (49.2)	2 (1.7)	3 (2.5)	0	2 (1.7)	120 (100)
4. Most relevant for providing welfare services	45 (37.5)	56 (46.7)	15 (12.5)	1 (0.8)	0	3 (2.5)	120 (100)
5. Most relevant for providing supervisory services	54 (45.0)	51 (42.5)	10 (8.3)	3 (2.5)	0	2 (1.7)	120 (100)
6. Most critical for providing effective human resource services	51 (42.5)	49 (40.8)	15 (12.5)	2 (1.7)	0	3 (1.7)	120 (100)
7. Most critical for providing effective personal/ administrative services	64 (53.3)	46 (38.3)	2 (1.7)	2 (1.7)	2 (1.7)	4 (3.3)	120 (100)
8. Most critical for providing effective industrial relation services	47 (39.1)	53 (44.2)	15 (12.5)	2 (1.7)	0	3 (2.5)	120 (100)
9. Most critical for providing effective welfare services	54 (45.0)	53 (44.2)	7 (5.8)	2 (1.7)	0	4 (3.3)	120 (100)
10. Most critical for providing supervisory services	60 (50.0)	49 (40.8)	5 (4.2)	2 (1.7)	0	4 (3.3)	120 (100)

SA=Strongly Agree, A=Agree, N=Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents, 64(53.3%) respondents strongly agreed that knowledge of Social Case Work is most critical for providing personnel and administrative services and 60(50.0%) respondents strongly agreed that it is most critical for providing supervisory services.

In all, of the 120, respondents 107(89.1%) respondents either strongly agreed or agreed that the knowledge of Social Case Work is most relevant and most critical for providing human resource, personnel and administrative, industrial relations, welfare and supervisory services.

From this it can be interpreted that 107(89.1%) respondents could perceive the relevance of the knowledge of Social Case Work for providing services in industry.

Table 18: Experience and Perception of Relevance of the Knowledge of Social Case Work

n=120

Sr. No.	Experience (years)	Perception			
		Relevant	Neutral	Not Relevant	Total
1	<=10	68 (90.7)	7 (9.3)	0	75 (62.5)
2	11-20	23 (85.2)	3 (11.1)	1 (3.7)	27 (22.5)
3	21-30	16 (88.8)	1 (5.6)	1 (5.6)	18 (15.0)
	Total	107 (89.1)	11 (9.2)	2 (1.7)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	3.99233	4	.40704
Likelihood Ratio	4.47761	4	.34521
Mantel-Haenszel test for linear association	1.02936	1	.31031

Minimum Expected Frequency - .300
Cells with Expected Frequency < 5 - 5 OF 9 (55.6%)

It can be interpreted from the above table that chi-square is not significant. It means that the perception of respondents regarding relevance of the knowledge of Social Case Work has no significant relationship with the experience. However, it is seen that of the 107(89.2%) respondents who perceived the relevance of the knowledge of Social Case Work 68 belonged to the category of respondents having <=10 years of experience, 23 having 11 to 20 years of experience, and 16 having 21 to 30 years of experience.

Table 19: Type of Industry and Perception of Relevance of the Knowledge of Social Case Work

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Manufacturing	57 (93.4)	4 (6.6)	0	61 (50.8)
2	Service	22 (91.7)	2 (8.3)	0	24 (20.0)
3	Others	28 (80.0)	5 (14.3)	2 (5.7)	35 (29.2)
	Total	107 (89.1)	11 (9.2)	2 (1.7)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	6.80067	4	.14680
Likelihood Ratio	6.78588	4	.14765
Mantel-Haenszel test for linear association	5.23379	1	.02215

Minimum Expected Frequency - .400
Cells with Expected Frequency < 5 - 5 OF 9 (55.6%)

It is seen from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Case Work and type of industry. However it is seen that of 61 respondents from manufacturing industry, 57(93.4%), of the 24 respondents from service industry, 22(91.7%) and of 35 respondents from other industries 28(80.0%) could perceive the relevance of the knowledge of Social Case Work.

Table 20: Type of Organization and Perception of the Relevance of the Knowledge of Social Case Work

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Private Sector	47 (85.5)	7 (12.7)	1 (1.8)	55 (45.8)
2	Public Sector	34 (91.9)	2 (5.4)	1 (2.7)	37 (30.8)
3	Others	26 (92.9)	2 (7.1)	0	28 (23.4)
	Total	107 (89.1)	11 (9.2)	2 (1.7)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	2.32792	4	.67569
Likelihood Ratio	2.78366	4	.59466
Mantel-Haenszel test for linear association	1.18704	1	.27593

Minimum Expected Frequency - .467
Cells with Expected Frequency < 5 - 5 OF 9 (55.6%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Case Work and type of organization. However, it is seen that of 55 respondents from private sector, 47(85.5%), of the 37 respondents from public sector, 34(91.9%) and of 28 respondents from other organizations, 26(92.9%) could perceive the relevance of the knowledge of Social Case Work.

Table 21: Gender and Perception of Relevance of the Knowledge of Social Case Work

n=120

Sr. No.	Gender	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Male	87 (87.0)	11 (11.0)	2 (2.0)	100 (83.3)
2	Female	20 (100.0)	0	0	20 (16.7)
	Total	107 (89.1)	11 (9.2)	2 (1.7)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	.91589	2	.23271
Likelihood Ratio	.04662	2	.08019
Mantel-Haenszel test for linear association	2.60584	1	.10647

Minimum Expected Frequency - .333
Cells with Expected Frequency < 5 - 3 OF 6 (50.0%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Case Work and Gender. However, it is seen that of the 100 male respondents, 87(87.0%) and of the 20 female respondents, all 20(100%) could perceive the relevance of the knowledge of Social Case Work.

Table 22: Perception of respondents regarding Relevance of Knowledge of Social Group Work for Providing Services in Industry

n=120

Services	Relevance						Total
	SA	A	N	DA	SDA	NR	
1. Most relevant for providing human resource services	51 (42.5)	56 (46.6)	9 (7.5)	2 (1.7)	0	2 (1.7)	120 (100)
2. Most relevant for providing personnel/ administrative services	52 (43.4)	54 (45.0)	9 (7.5)	1 (0.8)	0	4 (3.3)	120 (100)
3. Most relevant for providing industrial relation services	55 (45.8)	56 (46.7)	6 (5.0)	1 (0.8)	0	2 (1.7)	120 (100)
4. Most relevant for providing welfare services	48 (40.0)	58 (48.3)	11 (9.2)	2 (1.7)	0	1 (0.8)	120 (100)
5. Most relevant for providing supervisory services	59 (49.2)	51 (42.5)	5 (4.2)	1 (0.8)	0	4 (3.3)	120 (100)
6. Most critical for providing effective human resource services	52 (43.3)	55 (45.8)	7 (5.9)	2 (1.7)	0	4 (3.3)	120 (100)
7. Most critical for providing effective personal/ administrative services	66 (55.0)	49 (40.8)	0	1 (0.8)	2 (1.7)	2 (1.7)	120 (100)
8. Most critical for providing effective industrial relation services	51 (42.5)	54 (45.0)	9 (7.5)	1 (0.8)	0	5 (4.2)	120 (100)
9. Most critical for providing effective welfare services	59 (49.1)	49 (40.8)	8 (6.7)	2 (1.7)	0	2 (1.7)	120 (100)
10. Most critical for providing supervisory services	60 (50.0)	46 (38.3)	7 (5.8)	2 (1.7)	0	5 (4.2)	120 (100)

SA=Strongly Agree, A=Agree, N=Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents, 66(55.0%) respondents strongly agreed that knowledge of Social Group Work is most critical for providing personnel and administrative services and 60(50.0%) respondents strongly agreed that most critical for providing supervisory services.

In all of the 120 respondents 110(91.7%) respondents either strongly agreed or agreed that the knowledge of Social Group Work is most relevant and most critical for providing human resource, personnel and administrative, industrial relations, welfare and supervisory services.

From this it can be interpreted that 110(91.7%) of respondents could perceive the relevance of the knowledge of Social Group Work for providing services in industry.

Table 23: Experience and Perception of Relevance of the Knowledge of Social Group Work

n=120

Sr. No.	Experience (years)	Perception			
		Relevant	Neutral	Not Relevant	Total
1	<=10	70 (93.3)	5 (6.7)	0	75 (62.5)
2	11-20	24 (88.9)	1 (3.7)	2 (7.4)	27 (22.5)
3	21-30	16 (88.8)	1 (5.6)	1 (5.6)	18 (15.0)
	Total	110 (91.7)	7 (5.8)	3 (2.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	5.51034	4	.23882
Likelihood Ratio	6.33186	4	.17570
Mantel-Haenszel test for linear association	1.78856	1	.18110

Minimum Expected Frequency - .450
Cells with Expected Frequency < 5 - 6 OF 9 (66.7%)

It can be interpreted from the above table that chi-square is not significant. It means that the perception of respondents regarding relevance of the knowledge of Social Group Work has no significant relationship with the experience. However, it is seen that of the 110(91.7%) respondents who perceived the relevance of the knowledge of Social Group Work, 70 belonged to the category of respondents having <=10 years of experience, 24 having 11 to 20 years of experience, and 16 having 21 to 30 years of experience.

Table 24 Type of Industry and Perception of Relevance of the Knowledge of Social Group Work

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Manufacturing	57 (93.5)	3 (4.9)	1 (1.6)	61 (50.8)
2	Service	23 (95.8)	1 (4.2)	0	24 (20.0)
3	Others	30 (85.7)	3 (8.6)	2 (5.7)	35 (29.2)
	Total	110 (91.7)	7 (5.8)	3 (2.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	3.08061	4	.54443
Likelihood Ratio	3.27872	4	.51231
Mantel-Haenszel test for linear association	1.73670	1	.18756

Minimum Expected Frequency - .600
Cells with Expected Frequency < 5 - 6 OF 9 (66.7%)

It is seen from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Group Work and type of industry. However, it is seen that of 61 respondents from manufacturing industry, 57(93.5%), of the 24 respondents from service industry, 23(95.8%) and of 35 respondents from other industries 30(58.7%) could perceive the relevance of the knowledge of Social Group Work.

Table 25: Type of Organization and Perception of the Relevance of the Knowledge of Social Group Work

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Private Sector	51 (92.8)	2 (3.6)	2 (3.6)	55 (45.8)
2	Public Sector	33 (89.2)	3 (8.1)	1 (2.7)	37 (30.8)
3	Others	26 (92.9)	2 (7.1)	0	28 (23.4)
4	Total	110 (91.7)	7 (5.8)	3 (2.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	1.89164	4	.75568
Likelihood Ratio	2.58607	4	.62929
Mantel-Haenszel test for linear association	.10162	1	.74989

Minimum Expected Frequency - .700
Cells with Expected Frequency < 5 - 6 OF 9 (66.7%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Group Work and type of organization. However, it is seen that of 55 respondents from private sector, 51(92.8%), of the 37 respondents from public sector, 33(89.2%) and of 28 respondents from other than private and public sector, 26(92.9%) could perceive the relevance of the knowledge of Social Group Work.

Table 26: Gender and Perception of Relevance of the Knowledge of Social Group Work

n=120

Sr. No.	Gender	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Male	91 (91.0)	6 (6.0)	3 (3.0)	100 (83.3)
2	Female	19 (95.0)	1 (5.0)	0	20 (16.7)
	Total	110 (91.7)	7 (5.8)	3 (2.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	.65766	2	.71976
Likelihood Ratio	1.15249	2	.56200
Mantel-Haenszel test for linear association	.55244	1	.45732

Minimum Expected Frequency - .500
Cells with Expected Frequency < 5 - 3 OF 6 (50.0%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Group Work and Gender. However, it is seen that of the 100 male respondents, 91(91.0%) and of the 20 female respondents, 19(95.0%) could perceive the relevance of the knowledge of Social Group Work.

Table 27: Perception of respondents regarding Relevance of Knowledge of Community Organization for Providing Services in Industry

n=120

Services	Relevance						Total
	SA	A	N	DA	SDA	NR	
1. Most relevant for providing human resource services	39 (32.5)	51 (42.5)	25 (20.8)	3 (2.5)	1 (0.8)	1 (0.8)	120 (100)
2. Most relevant for providing personnel/ administrative services	34 (28.3)	51 (42.5)	28 (23.3)	3 (2.5)	0	4 (3.2)	120 (100)
3. Most relevant for providing industrial relation services	38 (31.7)	52 (43.3)	22 (18.3)	5 (4.2)	0	3 (2.5)	120 (100)
4. Most relevant for providing welfare services	42 (35.0)	52 (43.3)	22 (18.3)	1 (0.8)	0	3 (2.5)	120 (100)
5. Most relevant for providing supervisory services	38 (31.7)	56 (46.7)	21 (17.5)	2 (1.7)	1 (0.8)	2 (1.7)	120 (100)
6. Most critical for providing effective human resource services	37 (30.8)	45 (37.5)	26 (21.7)	8 (6.7)	1 (0.8)	3 (2.5)	120 (100)
7. Most critical for providing effective personal/ administrative services	42 (35.0)	51 (42.5)	19 (15.8)	4 (3.3)	0	4 (3.3)	120 (100)
8. Most critical for providing effective industrial relation services	44 (36.7)	53 (44.2)	17 (14.2)	1 (0.8)	1 (0.8)	4 (3.3)	120 (100)
9. Most critical for providing effective welfare services	37 (30.8)	41 (34.2)	33 (27.5)	5 (4.2)	0	4 (3.3)	120 (100)
10. Most critical for providing supervisory services	32 (26.7)	44 (36.7)	32 (26.7)	6 (5.0)	0	6 (5.0	120 (100)

SA=Strongly Agree, A=Agree, N=Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents, 56(46.7%) respondents agreed that knowledge of Community Organization is most relevant for providing personnel and administrative services and 53(44.2%) respondents agreed that it is most critical for providing industrial relations services.

In all of the 120 respondents, 85(70.8%) respondents either strongly agreed or agreed that the knowledge of Community Organization is most relevant and most critical for providing human resource, personnel and administrative, industrial relations, welfare and supervisory services.

From this it can be interpreted that 85(70.8%) respondents could perceive the relevance of the knowledge of Community Organization for providing services in industry.

Table 28: Experience and Perception of Relevance of the Knowledge of Community Organization

n=120

Sr. No.	Experience (years)	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	<=10	59 (78.7)	7 (9.3)	9 (12.0)	75 (62.5)
2	11-20	15 (55.6)	7 (25.9)	5 (18.5)	27 (22.5)
3	21-30	11 (61.1)	5 (27.8)	2 (11.1)	18 (15.0)
Total		85 (70.8)	19 (15.8)	16 (13.4)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	7.85095	4	.09719
Likelihood Ratio	7.62549	4	.10630
Mantel-Haenszel test for linear association	1.99127	1	.15821

Minimum Expected Frequency - 2.400
Cells with Expected Frequency < 5 - 4 OF 9 (44.4%)

It can be interpreted from the above table that chi-square is not significant. It means that the perception of respondents regarding relevance of the knowledge of Community Organization has no significant relationship with the experience. However, it is seen that of the 85(70.8%) respondents who perceived the relevance of the knowledge of Community Organization, 59 belonged to the category of respondents having <=10 years of experience, 15 having 11 to 20 years of experience, and 11 having 21 to 30 years of experience.

Table 29: Type of Industry and Perception of Relevance of the Knowledge of Community Organization

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Manufacturing	45 (73.8)	10 (16.4)	6 (9.8)	61 (50.8)
2	Service	19 (79.2)	4 (16.6)	1 (4.2)	24 (20.0)
3	Others	21 (60.0)	5 (14.3)	9 (25.7)	35 (29.2)
	Total	85 (70.8)	19 (15.8)	16 (13.4)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	7.06092	4	.13270
Likelihood Ratio	6.83406	4	.14492
Mantel-Haenszel test for linear association	3.11799	1	.07743

Minimum Expected Frequency - 3.200
Cells with Expected Frequency < 5 - 3 OF 9 (33.3%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Community Organization and type of industry. However it is seen that of 61 respondents from manufacturing industry, 45(73.8%), of the 24 respondents from service industry, 19(79.2%) and of 35 respondents from other industries, 21(60.0%) could perceive the relevance of the knowledge of Community Organization.

It is seen that of the total 120 respondents 85(70.8%) could perceive the relevance of knowledge whereas 19(15.8%) remained neutral in their perception and 16(13.3%) could not perceive relevance of the knowledge of community organization.

Table 30: Type of Organization and Perception of Relevance of the Knowledge of Community Organization

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Private Sector	42 (76.4)	6 (10.9)	7 (12.7)	55 (45.8)
2	Public Sector	24 (64.9)	8 (21.6)	5 (13.5)	37 (30.8)
3	Others	19 (67.9)	5 (17.9)	4 (14.2)	28 (23.4)
	Total	85 (70.8)	19 (15.8)	16 (13.4)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	2.19135	4	.70061
Likelihood Ratio	2.21130	4	.69696
Mantel-Haenszel test for linear association	.50516	1	.47724

Minimum Expected Frequency - 3.733
Cells with Expected Frequency < 5 - 3 OF 9 (33.3%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Community Organization and type of organization. However it is seen that of 55 respondents from private sector, 42(76.4%), of the 37 respondents from public sector organizations, 24(64.9%), and of 28 respondents from the other organizations, 19(67.9%) could perceive the relevance of the knowledge of Community Organization.

It is further seen that of the total 120 respondents 85(70.8%) could perceive the relevance of the knowledge. Whereas from remaining 35 respondents, 19(15.8%) could not perceive whether the knowledge is relevant or not and 16(13.3%) could perceive that the knowledge is not relevant.

Table 31: Gender and Perception of Relevance of the Knowledge of Community Organization

n=120

Sr. No.	Gender	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Male	69 (69.0)	18 (18.0)	13 (13.0)	100 (83.3)
2	Female	16 (80.0)	1 (5.0)	3 (15.0)	20 (16.7)
	Total	85 (70.8)	19 (15.8)	16 (13.4)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	2.11365	2	.34756
Likelihood Ratio	2.63573	2	.26771
Mantel-Haenszel test for linear association	.26196	1	.60877

Minimum Expected Frequency - 2.667
Cells with Expected Frequency < 5 - 2 OF 6 (33.3%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Community Organization and Gender. However, it is seen that of the 100 male respondents, 69(69.0%) and of the 20 female respondents, 16(80.0%) could perceive the relevance of the knowledge of Community Organization.

Table 32 Perception of respondents regarding Relevance of Knowledge of Social Work Research for Providing Services in Industry

n=120

Services	Relevance						Total
	SA	A	N	DA	SDA	NR	
1. Most relevant for providing human resource services	25 (20.8)	50 (41.7)	40 (33.6)	3 (2.3)	0	2 (1.7)	120 (100)
2. Most relevant for providing personnel/ administrative services	26 (21.7)	41 (34.1)	39 (32.5)	9 (7.5)	0	5 (4.2)	120 (100)
3. Most relevant for providing industrial relation services	22 (18.3)	51 (42.5)	37 (30.8)	6 (5.0)	1 (0.8)	3 (2.5)	120 (100)
4. Most relevant for providing welfare services	28 (23.3)	47 (39.2)	34 (28.3)	7 (5.8)	1 (0.8)	3 (2.5)	120 (100)
5. Most relevant for providing supervisory services	34 (28.3)	48 (40.0)	28 (23.3)	6 (5.0)	1 (0.8)	3 (2.5)	120 (100)
6. Most critical for providing effective human resource services	28 (23.3)	49 (40.8)	29 (24.2)	10 (8.3)	1 (0.8)	3 (2.5)	120 (100)
7. Most critical for providing effective personal/ administrative services	29 (24.2)	52 (43.3)	25 (20.8)	9 (7.5)	1 (0.8)	4 (3.3)	120 (100)
8. Most critical for providing effective industrial relation services	26 (21.6)	55 (45.8)	28 (23.3)	6 (5.0)	0	5 (4.2)	120 (100)
9. Most critical for providing effective welfare services	26 (21.7)	45 (37.5)	33 (27.5)	10 (8.3)	2 (1.7)	2 (1.7)	120 (100)
10. Most critical for providing supervisory services	23 (19.2)	49 (40.8)	30 (25.0)	10 (8.3)	1 (0.8)	7 (5.8)	120 (100)

SA=Strongly Agree, A=Agree, N=Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents, 55(45.8%) respondents agreed that knowledge of Social Work Research is most critical for providing industrial relations services, 52(43.3%) respondents agreed that it is most critical for providing personnel and administrative services.

In all, of the 120 respondents, 65(54.2%) respondents either strongly agreed or agreed that the knowledge of Social Work Research is most relevant and most critical for providing human resource, personnel and administrative, industrial relations, welfare and supervisory services.

Further it is also seen that of the total 120 respondents 29(24.2%) either disagreed of strongly disagreed that the knowledge of Social Work Research is relevant or critical for providing H.R. & P&A, I.R. and Welfare Services, 26(21.7%) respondents remained neutral.

From this it can be interpreted that 65(54.2%) respondents could perceive the relevance of the knowledge of Social Work Research for providing services in industry. Where as 29(24.2%) respondents did not find it relevant and 26(21.7%) respondents could not perceive whether it is relevant or not relevant.

Table 33: Experience and Perception of Relevance of the Knowledge of Social Work Research

n=120

Sr. No.	Experience (years)	Perception			
		Relevant	Neutral	Not Relevant	Total
1	<=10	39 (52.0)	17 (22.7)	19 (25.3)	75 (62.5)
2	11-20	14 (51.9)	7 (25.9)	6 (22.2)	27 (22.5)
3	21-30	12 (66.7)	2 (11.1)	4 (22.2)	18 (15.0)
4	Total	65 (54.2)	26 (21.7)	29 (24.1)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	1.90991	4	.75232
Likelihood Ratio	2.06561	4	.72369
Mantel-Haenszel test for linear association	.56430	1	.45253

Minimum Expected Frequency - 3.900
Cells with Expected Frequency < 5 - 2 OF 9 (22.2%)

It can be interpreted from the above table that chi-square is not significant. It means that the perception of respondents regarding relevance of the knowledge of Social Work Research has no significant relationship with the experience. However, it is seen that of the 65(54.2%) respondents who perceived the relevance of the knowledge of Social Work Research, 39 belonged to the category of respondents having <=10 years of experience, 14 having 11 to 20 years of experience, and 12 having 21 to 30 years of experience.

Table 34: Type of Industry and Perception of Relevance of the Knowledge Social Work Research

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Manufacturing	37 (60.6)	12 (19.7)	12 (19.7)	61 (50.8)
2	Service	13 (54.2)	7 (29.1)	4 (16.7)	24 (20.0)
3	Others	15 (42.9)	7 (20.0)	13 (37.1)	35 (29.2)
	Total	65 (54.2)	26 (21.7)	29 (24.1)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	12.95920	4	.01148
Likelihood Ratio	11.86802	4	.01836
Mantel-Haenszel test for linear association	9.65570	1	.00189

Minimum Expected Frequency - 3.400
Cells with Expected Frequency < 5 - 2 OF 9 (22.2%)

It can be interpreted from the above table that chi-square is significant at .05 level of confidence. It means that significant relationship exits between perception of the respondents regarding relevance of the knowledge of Social Work Research and type of industry. It is seen that of 61 respondents from manufacturing industry 37(60.6%), of the 24 respondents from service industry 13(54.2%) and of 35 respondents from other industries 15(42.9%) could perceive the relevance of the knowledge of Social Work Research.

Where as 12(19.7%) respondents from manufacturing industry, 4(16.7%) respondents from service industry and 13(37.1%) respondents from other industries could not perceive relevance of the knowledge of Social Work Research.

It is also seen that 12(19.7%) respondents from manufacturing industry, 7(29.1%) respondents from service industry and 7(20.0%) respondents from other industries remained neutral, which means that they could not perceive whether the knowledge is relevant or not.

Table 35: Type of Organization and Perception of Relevance of the Knowledge of Social Work Research

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Private Sector	30 (54.5)	12 (21.8)	13 (23.7)	55 (45.8)
2	Public Sector	19 (51.4)	9 (24.3)	9 (24.3)	37 (30.8)
3	Others	16 (57.1)	5 (17.9)	7 (25.0)	28 (23.4)
	Total	65 (54.2)	26 (21.7)	29 (24.1)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	.42496	4	.98038
Likelihood Ratio	.43248	4	.97973
Mantel-Haenszel test for linear association	.00019	1	.98912

Minimum Expected Frequency - 6.067

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Work Research and type of organization. However, it is seen that of 55 respondents from private sector, 30(54.5%), of the 37 respondents from public sector, 19(51.4%) and of 28 respondents from other than private and public sector, 16(57.1%) could perceive the relevance of the knowledge of Social Work Research.

It is further seen that of the total 120 respondents 65(54.2%) could perceive the relevance of the knowledge. Where as 29(24.1%) respondents could perceive that the knowledge is not relevant and 26(21.7%) could not perceive whether the knowledge is relevant or not.

Table 36 Gender and Perception of Relevance of the Knowledge of Social Work Research

n=120

Sr. No.	Gender	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Male	55 (55.0)	20 (20.0)	25 (25.0)	100 (83.3)
2	Female	10 (50.0)	6 (30.0)	4 (20.0)	20 (16.7)
Total		65 (54.2)	26 (21.7)	29 (24.1)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	1.01857	2	.60093
Likelihood Ratio	.96307	2	.61783
Mantel-Haenszel test for linear association	.00000	1	1.00000

Minimum Expected Frequency - 4.333
Cells with Expected Frequency < 5 - 2 OF 6 (33.3%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Work Research and Gender. However, it is seen that of the 100 male respondents, 55(55.0%) and of the 20 female respondents, 10(50.0%) could perceive the relevance of the knowledge of Social Work Research for providing services in industry.

Further, it is seen that 25(25.0%) male respondents and 4(20.0%) female respondents could not perceive the relevance of the knowledge for providing the services in industry.

It is also seen that 20(20.0%) male respondents and 6(30.0%) female respondents could not perceive whether the knowledge of Social Work Research is relevant or not relevant for providing the services industry.

Table 37: Perception of respondents regarding Relevance of Knowledge of Social Welfare Administration for Providing Services in Industry

n=120

Services	Relevance						Total
	SA	A	N	DA	SDA	NR	
1. Most relevant for providing human resource services	15 (12.5)	72 (60.0)	25 (20.8)	7 (5.8)	0	1 (0.8)	120 (100)
2. Most relevant for providing personnel/ administrative services	16 (13.3)	62 (51.7)	33 (27.5)	4 (3.3)	0	5 (4.2)	120 (100)
3. Most relevant for providing industrial relation services	15 (12.5)	63 (52.5)	31 (25.8)	7 (5.8)	2 (1.7)	2 (1.7)	120 (100)
4. Most relevant for providing welfare services	20 (16.7)	63 (52.5)	29 (24.2)	5 (4.2)	0	3 (2.5)	120 (100)
5. Most relevant for providing supervisory services	25 (20.8)	56 (46.7)	26 (21.7)	9 (7.5)	1 (0.8)	3 (2.5)	120 (100)
6. Most critical for providing effective human resource services	36 (30.0)	60 (50.0)	15 (12.5)	6 (5.0)	1 (0.8)	2 (1.7)	120 (100)
7. Most critical for providing effective personal/ administrative services	23 (19.2)	60 (50.0)	25 (20.8)	7 (5.8)	2 (1.7)	3 (2.5)	120 (100)
8. Most critical for providing effective industrial relation services	34 (28.3)	49 (40.8)	28 (23.3)	5 (4.2)	0	4 (3.3)	120 (100)
9. Most critical for providing effective welfare services	29 (24.2)	55 (45.8)	23 (19.2)	8 (6.7)	1 (0.8)	4 (3.3)	120 (100)
10. Most critical for providing supervisory services	26 (21.7)	60 (50.0)	19 (15.8)	8 (6.7)	1 (0.8)	6 (5.0)	120 (100)

SA=Strongly Agree, A=Agree, N=Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents, 72(60.0%) respondents agreed that knowledge of Social Welfare Administration is most relevant for providing human resource services and 60(50.0%) respondents agreed that it is most critical for providing human resource, personnel and administrative and supervisory services.

In all, of the 120 respondents, 74(61.7%) respondents either strongly agreed or agreed that the knowledge of Social Welfare Administration is most relevant and most critical for providing human resource, personnel and administrative, industrial relations, welfare and supervisory services. Further it is also seen that 29(24.2%) respondents remained neutral and 17(14.2%) respondents disagreed or strongly disagreed that the knowledge of Social Welfare Administration is relevant or critical for providing H.R., P&A., I.R. and Welfare Services.

From this it can be interpreted that 74(61.7%) respondents could perceive the relevance of the knowledge of Social Welfare Administration for providing services in Industry. Whereas 29(24.2%) respondents could not perceive whether the knowledge is relevant or not relevant. And 17(14.2%) respondents perceived that the knowledge is not relevant for providing services in Industry.

Table 38: Experience and Perception of Relevance of the Knowledge of Social Welfare Administration

n=120

Sr. No.	Experience (years)	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	<=10	50 (66.7)	18 (24.0)	7 (9.3)	75 (62.5)
2	11-20	14 (51.9)	6 (22.2)	7 (25.9)	27 (22.5)
3	21-30	10 (55.6)	5 (27.8)	3 (16.6)	18 (15.0)
	Total	74 (61.7)	29 (24.1)	17 (14.2)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	4.92670	4	.29490
Likelihood Ratio	4.58582	4	.33249
Mantel-Haenszel test for linear association	2.24927	1	.13368

Minimum Expected Frequency - 2.550
Cells with Expected Frequency < 5 - 3 OF 9 (33.3%)

It can be interpreted from the above table that chi-square is not significant. It means that the perception of respondents regarding relevance of the knowledge of Social Welfare Administration has no significant relationship with the experience. However, it is seen that of the 74(61.7%) respondents who perceived the relevance of the knowledge of Social Welfare Administration, 50 belonged to the category of respondents having <=10 years of experience, 14 having 11 to 20 years of experience and 10 having 21 to 30 years of experience.

Table 39 Type of Industry and Perception of Relevance of the Knowledge of Social Welfare Administration

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Manufacturing	43 (70.5)	14 (23.0)	4 (6.5)	61 (50.8)
2	Service	15 (62.5)	7 (29.2)	2 (8.3)	24 (20.0)
3	Others	16 (45.7)	8 (22.9)	11 (31.4)	35 (29.2)
	Total	74 (61.7)	29 (24.1)	17 (14.2)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	5.58776	4	.23212
Likelihood Ratio	5.33409	4	.25470
Mantel-Haenszel test for linear association	3.65681	1	.05584

Minimum Expected Frequency - 5.200

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Welfare Administration and type of industry. However it is seen that of 61 respondents from manufacturing industry, 43(70.5%), of the 24 respondents from service industry, 15(62.5%) and of 35 respondents from other industries 16(45.7%) could perceive the relevance of the knowledge of Social Welfare Administration.

Where as 11(31.4%) respondents from other industries could not perceive relevance of the knowledge of Social Welfare Administration and of total 120 respondents, 29(24.1%) remained neutral in perceiving relevance of the knowledge, which means they could not perceive whether the knowledge is relevant or not.

Table 40: Type of Organization and Perception of Relevance of the Knowledge of Social Welfare Administration

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Private Sector	34 (61.8)	10 (18.2)	11 (20.0)	55 (45.8)
2	Public Sector	21 (56.8)	11 (29.7)	5 (13.5)	37 (30.8)
3	Others	19 (67.9)	8 (28.5)	1 (3.6)	28 (23.4)
Total		74 (61.7)	29 (24.1)	17 (14.2)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	5.38363	4	.25015
Likelihood Ratio	6.22162	4	.18320
Mantel-Haenszel test for linear association	1.48176	1	.22350

Minimum Expected Frequency - 3.967

Cells with Expected Frequency < 5 - 1 OF 9 (11.1%)

It can be interpreted from the above table that chi-square is not significant. It means that the significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Welfare Administration and type of organization. However, it is seen that of the 55 respondents from private sector organizations, 34(61.8%), of the 37 respondents from public sector organizations, 21(56.8%) and of 28 respondents from other organizations, 19(67.9%) could perceive the relevance of the knowledge of Social Welfare Administration.

It is further seen that of the total 120 respondents 74(61.7%) could perceive the relevance of the knowledge, where as 29(24.1%) remained neutral means they could not perceive whether the knowledge is relevant or not. And 17(14.2%) respondents perceived that the knowledge is not relevant.

Table 41: Gender and Perception of Relevance of the Knowledge of Social Welfare Administration

n=120

Sr. No.	Gender	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Male	63 (63.0)	21 (21.0)	16 (16.0)	100 (83.3)
2	Female	20 (100.0)	0	0	20 (16.7)
	Total	83 (69.2)	21 (17.5)	16 (13.3)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	4.08616	2	.12963
Likelihood Ratio	4.15316	2	.12536
Mantel-Haenszel test for linear association	.02792	1	.86729

Minimum Expected Frequency - 2.833
Cells with Expected Frequency < 5 - 2 OF 6 (33.3%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Welfare Administration and Gender. However, it is seen that of the 100 male respondents, 63(63.0%) and of the 20 female respondents, all 20(100%) could perceive the relevance of the knowledge of Social Welfare Administration.

Table 42: Perception of respondents regarding Relevance of Knowledge of Social Legislation for Providing Services in Industry

n=120

Services	Relevance						Total
	SA	A	N	DA	SDA	NR	
1. Most relevant for providing human resource services	19 (15.8)	70 (58.3)	24 (20.0)	6 (5.0)	0	1 (0.8)	120 (100)
2. Most relevant for providing personnel/ administrative services	17 (14.2)	57 (47.5)	36 (30.0)	5 (4.2)	1 (0.8)	4 (3.3)	120 (100)
3. Most relevant for providing industrial relation services	18 (15.0)	55 (45.8)	35 (29.2)	6 (5.0)	2 (1.7)	4 (3.3)	120 (100)
4. Most relevant for providing welfare services	31 (25.8)	54 (45.0)	22 (18.3)	10 (8.3)	1 (0.8)	2 (1.7)	120 (100)
5. Most relevant for providing supervisory services	26 (21.7)	52 (43.3)	26 (21.7)	11 (9.2)	2 (1.7)	3 (2.5)	120 (100)
6. Most critical for providing effective human resource services	26 (21.7)	53 (44.2)	28 (23.3)	8 (6.7)	2 (1.7)	3 (1.7)	120 (100)
7. Most critical for providing effective personal/ administrative services	25 (20.8)	54 (45.0)	26 (21.7)	9 (7.5)	3 (2.5)	3 (2.5)	120 (100)
8. Most critical for providing effective industrial relation services	36 (30.0)	58 (48.3)	17 (14.2)	5 (4.2)	0	4 (3.3)	120 (100)
9. Most critical for providing effective welfare services	24 (20.0)	46 (38.3)	32 (26.7)	14 (11.7)	0	4 (3.3)	120 (100)
10. Most critical for providing supervisory services	23 (19.2)	44 (36.7)	35 (29.2)	11 (9.2)	1 (0.8)	6 (5.0)	120 (100)

SA=Strongly Agree, A=Agree, N=Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents, 70(58.3%) respondents agreed that knowledge of Social Legislations is most relevant for providing human resource services and 58(48.3%) agreed that it is most critical for providing industrial relations services.

In all of the 120 respondents, 72(60.0%) respondents either strongly agreed or agreed that the knowledge of Social Legislations is most relevant and most critical for providing human resource, personnel and administrative, industrial relations, welfare and supervisory services. Further it is also seen that 27(22.5%) respondents disagreed or strongly disagreed that the knowledge of Social Legislations is relevant or critical for providing H.R., P&A., I.R., Welfare and Supervisory Services. 21(17.5%) respondents remained neutral.

From this it can be interpreted that 72(60.0%) respondents could perceive the relevance of the knowledge of Social Legislations for providing services in Industry. Whereas 27(22.5%) respondents perceived that the knowledge is not relevant and 21(17.5%) respondents could not perceive whether the knowledge is relevant or not relevant for providing services in Industry.

Table 43: Experience and Perception of Relevance of the Knowledge of Social Legislations

n=120

Sr. No.	Experience (years)	Perception			
		Relevant	Neutral	Not Relevant	Total
1	<=10	46 (61.3)	16 (21.3)	13 (17.4)	75 (62.5)
2	11-20	12 (44.4)	5 (18.6)	10 (37.0)	27 (22.5)
3	21-30	14 (77.8)	0	4 (22.2)	18 (15.0)
Total		72 (60.0)	21 (17.5)	27 (22.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	9.28136	4	.05444
Likelihood Ratio	12.07550	4	.01680
Mantel-Haenszel test for linear association	.05804	1	.80962

Minimum Expected Frequency - 3.150
Cells with Expected Frequency < 5 - 3 OF 9 (33.3%)

It can be interpreted from the above table that chi-square is significant at .05 level of confidence. It means that the perception of respondents regarding relevance of the knowledge of Social Legislations has significant relationship with the experience. It is seen that of the 72(60.0%) respondents who perceived the relevance of the knowledge of Social Legislations, 46 belonged to the category of respondents having <=10 years of experience, 12 having 11 to 20 years of experience and 14 having 21 to 30 years of experience.

It is also seen that of the 120 respondents 21(17.5%) were neutral regarding relevance of the knowledge of Social Legislation in industry whereas 27(22.5%) respondents perceived that the knowledge of Social Legislations is not relevant in industry.

Table 44: Type of Industry and Perception of Relevance of the Knowledge of Social Legislations

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Manufacturing	39 (63.9)	12 (19.7)	10 (16.4)	61 (50.8)
2	Service	16 (66.7)	3 (12.5)	5 (20.8)	24 (20.0)
3	Others	17 (48.6)	6 (17.1)	12 (34.3)	35 (29.2)
	Total	72 (60.0)	21 (17.5)	27 (22.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	4.80825	4	.30754
Likelihood Ratio	4.68969	4	.32064
Mantel-Haenszel test for linear association	3.25606	1	.07116

Minimum Expected Frequency - 4.200
Cells with Expected Frequency < 5 - 1 OF 9 (11.1%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Legislations and type of industry. However it is seen that of 61 respondents from manufacturing industry, 39(63.9%), of the 24 respondents from service industry, 16(66.7%) and of 35 respondents from other industries 17(48.6%) could perceive the relevance of the knowledge of Social Legislations.

In all 72(60.0%) respondents could perceive the relevance of the knowledge. Where as of the remaining 48(40.0%) respondents 21(17.5%) respondents were neutral and 27(22.5%) could not perceive the relevance of the knowledge.

Table 45: Type of Organization and Perception of Relevance of the Knowledge of Social Legislations

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Private Sector	30 (54.5)	8 (14.6)	17 (30.9)	55 (45.8)
2	Public Sector	22 (59.5)	8 (21.6)	7 (18.9)	37 (30.8)
3	Others	20 (71.4)	5 (17.9)	3 (10.7)	28 (23.4)
	Total	72 (60.0)	21 (17.5)	27 (22.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	5.18761	4	.26858
Likelihood Ratio	5.40212	4	.24847
Mantel-Haenszel test for linear association	3.75821	1	.05255

Minimum Expected Frequency - 4.900
Cells with Expected Frequency < 5 - 1 OF 9 (11.1%)

It can be interpreted from the above table that chi-square is not significant. It means that the significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Legislations and type of organization. However, it is seen that of 55 respondents from private sector organizations, 30(54.5%), of the 37 respondents from public sector organizations, 22(59.5%) and of 28 respondents from other organizations, 20(71.4%) could perceive the relevance of the knowledge of Social Legislations.

It is further seen that of the total 120 respondents, 72(60.0%) could perceive the relevance of the knowledge. Where as 27(22.5%) could perceive that the knowledge is not relevant and 21 (17.5%) remained neutral which means they could not perceive whether the knowledge is relevant or not.

Table 46: Gender and Perception of Relevance of the Knowledge of Social Legislations

n=120

Sr. No.	Gender	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Male	57 (57.0)	18 (18.0)	25 (25.0)	100 (83.3)
2	Female	15 (75.0)	3 (15.0)	2 (10.0)	20 (16.7)
	Total	72 (60.0)	21 (17.5)	27 (22.5)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	2.65238	2	.26549
Likelihood Ratio	2.96042	2	.22759
Mantel-Haenszel test for linear association	2.62995	1	.10486

Minimum Expected Frequency - 3.500
Cells with Expected Frequency < 5 - 2 OF 6 (33.3%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Social Legislations and Gender. However, it is seen that of the 100 male respondents, 85(85.0%) and of the 20 female respondents, 15(75.0%) could perceive the relevance of the knowledge of Social Legislations.

Table 47: Perception of respondents regarding Relevance of Knowledge of Labour Legislations for Providing Services in Industry

n=120

Services	Relevance						
	SA	A	N	DA	SDA	NR	Total
1. Most relevant for providing human resource services	26 (21.7)	69 (57.5)	16 (13.3)	5 (4.2)	2 (1.7)	2 (1.7)	120 (100)
2. Most relevant for providing personnel/ administrative services	32 (26.7)	63 (52.5)	16 (13.3)	4 (3.3)	2 (1.7)	3 (2.5)	120 (100)
3. Most relevant for providing industrial relation services	43 (35.8)	53 (44.2)	16 (13.3)	3 (2.5)	3 (2.5)	2 (1.7)	120 (100)
4. Most relevant for providing welfare services	32 (26.7)	61 (50.8)	17 (14.2)	5 (4.2)	3 (2.5)	2 (1.7)	120 (100)
5. Most relevant for providing supervisory services	43 (35.8)	56 (46.7)	13 (10.8)	4 (3.3)	2 (1.7)	2 (1.7)	120 (100)
6. Most critical for providing effective human resource services	62 (51.7)	45 (37.5)	9 (7.5)	1 (0.8)	2 (1.7)	1 (0.8)	120 (100)
7. Most critical for providing effective personal/ administrative services	68 (56.7)	41 (34.2)	6 (5.0)	3 (2.5)	0	2 (1.7)	120 (100)
8. Most critical for providing effective industrial relation services	41 (34.2)	54 (45.0)	17 (14.2)	2 (1.7)	1 (0.8)	5 (4.2)	120 (100)
9. Most critical for providing effective welfare services	41 (34.2)	64 (53.3)	7 (5.8)	5 (4.27)	0	3 (2.5)	120 (100)
10. Most critical for providing supervisory services	45 (37.5)	54 (45.0)	12 (10.0)	5 (4.2)	0	4 (3.3)	120 (100)

SA=Strongly Agree, A=Agree, N=Neutral, DA=Disagree, SDA=Strongly Disagree, NR=No Response
%(in brackets)

It is seen from the above table that of the 120 respondents, 69(57.5%) respondents agreed that knowledge of Labour Legislations is most relevant for providing human resource services and 68(56.7%) respondents strongly agreed that it is most critical for providing personnel and administrative services. 64(53.3%) respondents agreed that it is most critical for providing effective welfare services.

In all, of the 120 respondents, 100(83.3%) respondents either strongly agreed or agreed that the knowledge of Labour Legislation is most relevant and most critical for providing human resource, personnel and administrative, industrial relations, welfare and supervisory services.

From this it can be interpreted that 100(83.3%) respondents could perceive the relevance of the knowledge of Labour Legislations for providing services in industry.

Table 48 Experience and Perception of Relevance of the Knowledge of Labour Legislations

n=120

Sr. No.	Experience (years)	Perception			
		Relevant	Neutral	Not Relevant	Total
1	<=10	64 (85.3)	7 (9.3)	4 (5.3)	75 (62.5)
2	11-20	21 (77.8)	1 (3.7)	5 (18.5)	27 (22.5)
3	21-30	15 (83.3)	1 (5.6)	2 (11.1)	18 (15.0)
	Total	100 (83.3)	9 (7.5)	11 (9.2)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	4.93420	4	.29412
Likelihood Ratio	4.65700	4	.32434
Mantel-Haenszel test for linear association	.89571	1	.34393

Minimum Expected Frequency - 1.350
Cells with Expected Frequency < 5 - 4 OF 9 (44.4%)

It can be interpreted from the above table that chi-square is not significant. It means that the perception of respondents regarding relevance of the knowledge of Labour Legislations has no significant relationship with the total experience. However it is seen that of the 100(83.3%) respondents who perceived the relevance of the knowledge of Labour Legislations, 64 belonged to the category of respondents having <=10 years of experience, 21 having 11 to 20 years of experience and 15 having 21 to 30 years of experience.

Table 49: Type of Industry and Perception of Relevance of the Knowledge of Labour Legislations

n=120

Sr. No.	Type of Industry	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Manufacturing	56 (91.8)	4 (6.6)	1 (1.6)	61 (50.8)
2	Service	21 (87.5)	2 (8.3)	1 (4.2)	24 (20.0)
3	Others	23 (65.7)	3 (8.6)	9 (25.7)	35 (29.2)
	Total	100 (83.3)	9 (7.5)	11 (9.2)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	16.90714	4	.00201
Likelihood Ratio	15.65941	4	.00351
Mantel-Haenszel test for linear association	13.80362	1	.00020

Minimum Expected Frequency - 1.800
Cells with Expected Frequency < 5 - 5 OF 9 (55.6%)

It can be interpreted from the above table that chi-square is highly significant at .05 level of confidence. It means that very significant relationship exits between perception of respondents regarding relevance of the knowledge of Labour Legislations and type of industry. Further it is seen that of 61 respondents from manufacturing industry, 56(91.8%), of the 24 respondents from service industry, 21(87.5%) and of 35 respondents from other industries 23(65.7%) could perceive the relevance of the knowledge of Labour Legislations. It is also seen that 9(25.7%) respondents from other industries could not perceive the relevance of the knowledge.

Table 50: Type of Organization and Perception of Relevance the Knowledge of Labour Legislations

n=120

Sr. No.	Type of Organization	Perception			
		Relevant	Neutral	Not Relevant	Total
1	Private Sector	45 (81.8)	3 (5.5)	7 (12.7)	55 (45.8)
2	Public Sector	30 (81.1)	3 (8.1)	4 (10.8)	37 (30.8)
3	Others	25 (89.3)	3 (10.7)	0	28 (23.4)
4	Total	100 (83.3)	9 (7.5)	11 (9.2)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	4.30395	4	.36643
Likelihood Ratio	6.76559	4	.14881
Mantel-Haenszel test for linear association	1.69684	1	.19270

Minimum Expected Frequency - 2.100
Cells with Expected Frequency < 5 - 5 OF 9 (55.6%)

It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Labour Legislations and type of organization. However it is seen that of 55 respondents from private sector organizations, 45(81.8%), of the 37 respondents from public sector organization, 30(81.1%) and of the 28 respondents from other organizations, 25(89.3%) could perceive the relevance of the knowledge of Labour Legislations.

It is further seen that of the total 120 respondents, 100(83.3%) could perceive the relevance of the knowledge of Labour Legislations.

Table 51: Gender and Perception of Relevance of the Knowledge of Labour Legislations

n=120

Sr. No.	Gender	Perception			
		Relevant	**Neutral**	**Not Relevant**	**Total**
1	Male	85 (85.0)	6 (6.0)	9 (9.0)	100 (83.3)
2	Female	15 (75.0)	3 (15.0)	2 (10.0)	20 (16.7)
	Total	100 (83.3)	9 (7.5)	11 (9.2)	120 (100)

Chi-Square	Value	DF	Significance
Pearson	2.65238	2	.26549
Likelihood Ratio	2.96042	2	.22759
Mantel-Haenszel test for linear association	2.62995	1	.10486

Minimum Expected Frequency - 3.500
Cells with Expected Frequency < 5 - 2 OF 6 (33.3%)

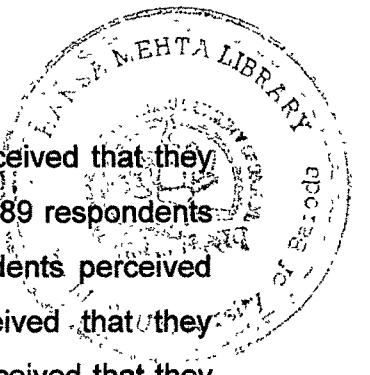
It can be interpreted from the above table that chi-square is not significant. It means that significant relationship does not exist between perception of respondents regarding relevance of the knowledge of Labour Legislations and Gender. However, it is seen that of the 100 male respondents, 85(85.0%) and of the 20 female respondents, 15(75.0%) could perceive the relevance of the knowledge of industrial legislation.

Section-III: Relevance of Social Work Skills in Industry

Table 52: Perception of Respondents regarding Skills acquired during MSW training*

Sr. No.	Skills	Frequency
1.	Human relations	97
2.	Communication	89
3.	Counselling	80
4.	Resource mobilisation	76
5.	Team building	74
6.	Organizing	71
7.	Planning	70
8.	Problem solving	64
9.	Leadership	62
10.	Conflict handling	50
11.	Decising making	48
12.	Time management	48
13.	Motivation	46
14.	Analytical	45
15.	Public relation	44
16.	Conceptual	41
17.	Persuasiveness	36
18.	Assertiveness	30
19.	Negotiations	28
20.	Grievance redressal	28
21.	Delegation	16
22.	Cost orientation	13
23.	Auditing	11

** multiple response*



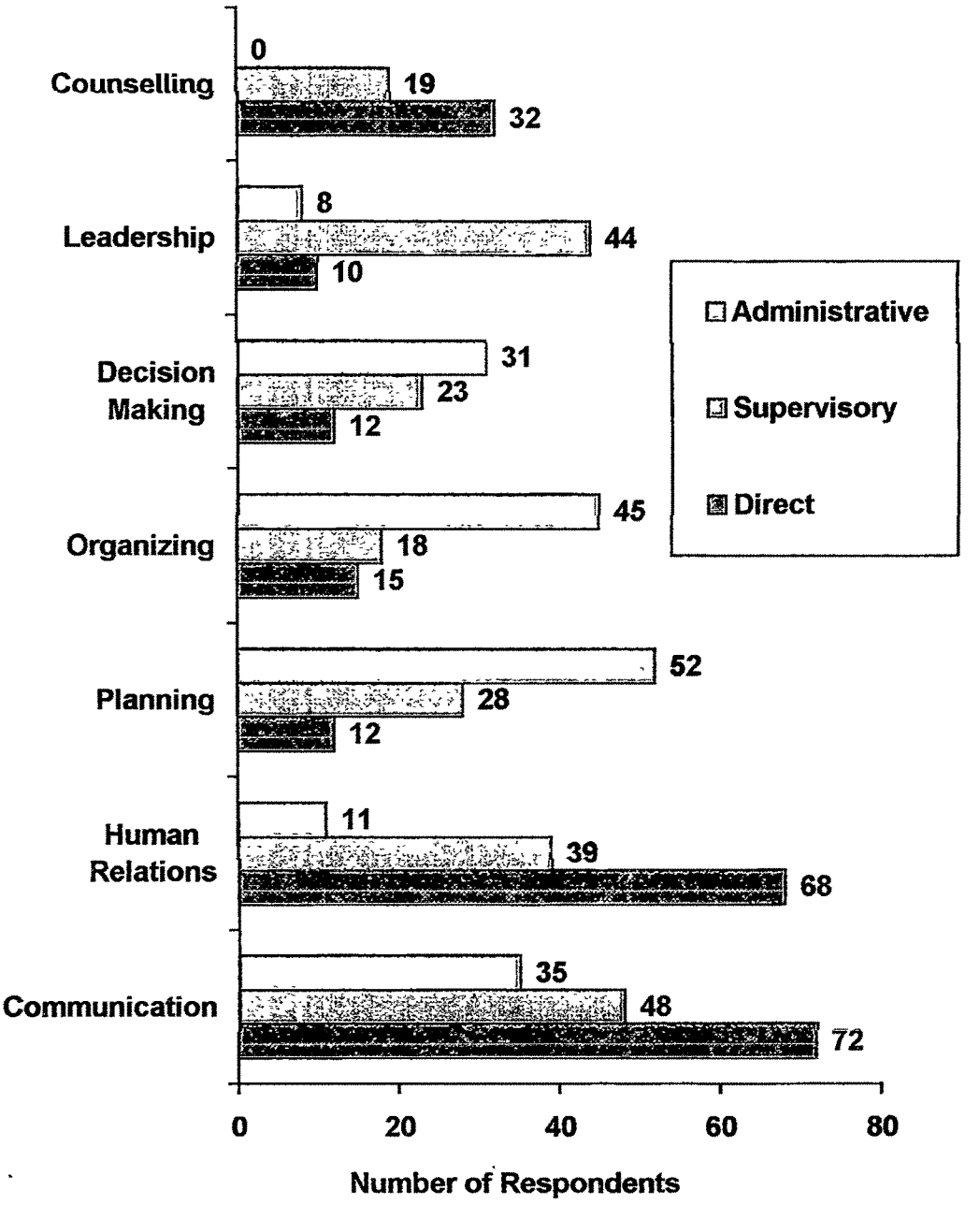
It is seen from the above table that 97 respondents perceived that they acquired skills of human relations during their M.S.W. training. 89 respondents perceived that they acquired communication skills, 80 respondents perceived that they acquired counselling skills. 76 respondents perceived that they acquired resource mobilisation skills. 74 to 70 respondents perceived that they acquired team building, organizing and planning skills respectively. 64 respondents perceived that they acquired problem solving skills. 62 respondents perceived that they acquired leadership skills and 50 respondents perceived that they acquired conflict handling skills.

Table 53: Perception of respondents regarding most relevant skills for providing services*

Sr. No.	Skills	Services		
		Direct	Supervisory	Administrative
1.	Communication	72	48	35
2.	Human relations	68	39	11
3.	Planning	12	28	52
4.	Organizing	15	18	45
5.	Decising making	12	23	31
6.	Leadership	10	44	08
7.	Team building	17	34	10
8.	Problem solving	25	16	15
9.	Counselling	32	19	-
10.	Analytical	23	17	11
11.	Time management	11	10	27
12.	Resource mobilisation	-	8	29
13.	Grievance redressal	22	09	05
14.	Delegation	03	15	16
15.	Conflict handling	17	7	7
16.	Motivation	10	16	04
17.	Public relation	06	05	19
18.	Assertiveness	07	07	12
19.	Negotiations	12	02	10
20.	Conceptual	11	06	06
21.	Cost orientation	01	03	19
22.	Persuasiveness	06	07	06
23.	Auditing	-	05	08

** multiple response*

Perception of Respondents regarding most relevant skills for providing services



Above table shows the perception of the respondents regarding the three skills which they acquired during M.S.W. training, they find most relevant for providing direct, supervisory and administrative services in industry.

It can be interpreted from above table that communication, human relations and counselling skills were perceived to be most relevant skills for providing direct services i.e. H.R., P&A, I.R. and Welfare services by 72, 68 and 32 respondents respectively.

It can also be interpreted that communication, leadership and human relation skills were perceived to be most relevant for providing supervisory services, by 48, 44 and 39 respondents respectively.

Where as planning, organising and communication skills were perceived to be most relevant for providing administrative services by 52, 45 and 35 respondents respectively.

Table 54: Perception of respondents regarding the component that helped to acquire these skills*

Sr.No.	Training Component	Frequency
1	Theory	74
2	Field Work	109
3	Resarch	54
4	No response	11

* *multiple response*

Above table shows the perception of respondents regarding the training components i.e. theory, field work and research that helped them to acquire the skills during M.S.W. training.

It is seen from the table that of 120 respondents 109 respondents responded whereas 11 respondents did not respond.

Of the 109 who responded, all of them perceived that field work helped them to acquire these skills, whereas 74 respondents perceived that theory and 54 respondents perceived that research too helped them in acquiring these skills.

Table 55: Perception of respondents regarding the extent of help in acquiring these skills from M.S.W. training

n=119

Sr.No.	Perception	Frequency	Percentage
1	To great extent	73	61.3
2	To some extent	42	35.3
3	No response	04	3.4
Total		119	100.0

It is seen from the above table that 73(61.3%) respondents perceived that M.S.W. training helped them to great extent in acquiring these skills, whereas 42(35.3%) perceived that it helped them to some extent.

Table 56: Perception of respondents regarding utility of the skills in Industry

n=119

Sr.No.	Perception	Frequency	Percentage
1	To great extent	71	59.6
2	To some extent	44	37.0
3	Not at all	2	1.7
4	No response	2	1.7
Total		119	100.0

It is seen from the above table that 71(59.6%) respondents could perceive the utility of the acquired skills to great extent in industry whereas 44(37.0%) respondents perceived its utility to some extent.

Table 57: Experience and Perception regarding the extent of help in acquiring these skills from M.S.W. training

n=119

Sr. No.	Experience (in years)	Percention				Total
		To great extent	To some extent	Not at all	No Response	
1	<=10	45 (60.0)	28 (37.3)	0	2 (2.7)	75 (63.0)
2	11-20	12 (46.2)	13 (50.0)	1 (3.8)	0	26 (21.8)
3	21-30	16 (88.9)	1 (5.6)	1 (5.6)	0	18 (15.1)
Total		73 (61.3)	42 (35.3)	2 (1.7)	2 (1.7)	119 (100)

Chi-Square	Value	DF	Significance
Pearson	14.18552	6	.02763
Likelihood Ratio	17.44221	6	.00779
Mantel-Haenszel test for linear association	.18615	1	.66614

Minimum Expected Frequency - .303
Cells with Expected Frequency < 5 - 6 OF 12 (50.0%)
Number of Missing Observations: 1

It can be interpreted from the above table that chi-square is significant at .05 level of confidence. It means that significant relatiosnhip exists between experience and perception of respondents regarding to what extent M.S.W. training helped in acquiring these skills. It is further seen that of the 18 respondents having 21-30 years of experience, 16(88.9%) could perceive that M.S.W. training helped them to great extent in acquiring skills. Of the 75 respondents having <=10 years of experience, 45(60.0%) perceived that M.S.W. training helped them to great extent in acquiring these skills. And of the 26 respondents having 11-20 years of experience, 13(50.0%) perceived that it helped to some extent in acquiring these skills.

Table 58: Type of Industry and Perception regarding the extent of help in acquiring these skills from M.S.W. training

n=119

		Perception				
Sr. No.	**Type of Industry**	**To great extent**	**To some extent**	**Not at all**	**No Response**	**Total**
1	Manufacturing	37 (60.7)	22 (36.1)	1 (1.6)	1 (1.6)	61 (51.3)
2	Service	16 (66.7)	8 (33.3)	0	0	24 (20.2)
3	Others	20 (58.8)	12 (35.3)	1 (2.9)	1 (2.9)	34 (28.6)
	Total	73 (61.3)	42 (35.3)	2 (1.7)	2 (1.7)	119 (100)

Chi-Square	**Value**	**DF**	**Significance**
Pearson	1.63801	6	.94981
Likelihood Ratio	2.32392	6	.88763
Mantel-Haenszel test for linear association	.00001	1	.99742

Minimum Expected Frequency - .403
Cells with Expected Frequency < 5 - 6 OF 12 (50.0%)
Number of Missing Observations: 1

It can be interpreted from the above table that chi-square is not significant. It means that significant relatiosnhip does not exist between type of industry and perception of respondents regarding to what extent M.S.W. training helped them in acquiring these skills. However, it is seen that of the 61 respondents from manufacturing industry, 37(60.7%) respondents, of the 24 respondents from service industry, 16(66.7%) respondents and of the 34 respondents from other industries, 20(58.8%) respondents, could perceive that M.S.W. training helped them to great extent in acquiring these skills.

Table 59: Income and Perception regarding the extent of help in acquiring these skills from M.S.W. training

n=119

Sr. No.	Income (Rs./month)	Perception				Total
		To great extent	To some extent	Not at all	No Response	
1	upto Rs. 15,000	38 (60.3)	22 (34.9)	1 (1.6)	2 (3.2)	63 (52.9)
2	Rs. 15,001-30,000	27 (62.8)	15 (34.9)	1 (2.3)	0	43 (36.1)
3	Rs. 30,001-50,000	8 (61.5)	5 (38.5)	0	0	13 (10.9)
	Total	73 (61.3)	42 (35.3)	2 (1.7)	2 (1.7)	119 (100)

Chi-Square	Value	DF	Significance
Pearson	2.17301	6	.90312
Likelihood Ratio	3.14516	6	.79042
Mantel-Haenszel test for linear association	.13286	1	.71549

Minimum Expected Frequency - .218
Cells with Expected Frequency < 5 - 7 OF 12 (58.3%)
Number of Missing Observations: 1

It can be interpreted from the above table that chi-square is not significant. It means that significant relatiosnhip does not exist between income and perception of respondents regarding to what extent the M.S.W. training helped them in acquiring these skills. However, it is seen that of the 63 respondents having income upto Rs.15000, 38(60.3%), of the 43 respondents having income bentween Rs. 150001 to Rs. 30,000, 27(62.8%) and of the 13 respondents having income between Rs. 30,001 to Rs. 50,000, 8(61.5%) respondents perceived that M.S.W. training helped them to great extent in acquiring these skills.

Table 60: Designation and Perception regarding the extent of help in acquiring these skills from M.S.W. training

n=119

Sr. No.	Designation	Perception				Total
		To great extent	To some extent	Not at all	No Response	
1	Jr. Mgt. Level	37 (63.8)	18 (31.0)	1 (1.7)	2 (3.4)	58 (48.7)
2	Middle Mgt. Level	18 (52.9)	15 (44.1)	1 (2.9)	0	34 (28.6)
3	Sr. Mgt. Level	18 (66.7)	9 (33.3)	0	0	27 (22.7)
	Total	73 (61.3)	42 (35.3)	2 (1.7)	2 (1.7)	119 (100)

Chi-Square	Value	DF	Significance
Pearson	4.52964	6	.60539
Likelihood Ratio	5.66800	6	.46139
Mantel-Haenszel test for linear association	.26026	1	.60994

Minimum Expected Frequency - .454
Cells with Expected Frequency < 5 - 6 OF 12 (50.0%)
Number of Missing Observations: 1

It can be interpreted from the above table that chi-square is not significant. It means that significant relatiosnhip does not exist between designation and perception of respondents regarding to what extent M.S.W. training helped them in acquiring these skills. However, it is seen that of the 58 respondents from junior management level, 37(63.8%), of the 34 respondents from middle management level, 18(52.9%), and of the 27 respondents from senior management level, 18(66.7%) respondents could perceive that M.S.W. training helped them to great extent in acquiring these skills.

Table 61: Gender and Perception regarding the extent of help in acquiring these skills from M.S.W. training

Variable	n	Mean	SD	SE of Mean	95% (CI)
Male	119	1.3697	0.550	0.050	0.082 to 0.321
Female	119	1.1681	0.376	0.034	
Paired differences		0.2017	0.658	0.060	
t-value=3.34, d.f.=118, p=0.001 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 male and female group differ significantly from each other with reference to their perception regarding the extent training helped them in acquiring these skills. Further it can be interpreted that mean score (1.3697) of male group is higher than the mean score (1.1681) of female group.

Table 62: Type of Organization and Perception regarding the extent of help in acquiring these skills from M.S.W. training

Variable	n	Mean	SD	SE of Mean	95% (CI)
Private Sector	119	1.3697	0.550	0.050	-.076 to 0.0193
Public Sector	119	1.4286	0.497	0.046	
Paired differences		0.0588	0.740	0.068	
t-value=0.87, d.f.=118, p=0.388 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 private sector organizations and public sector organizations do not differ significantly from each other with their perception regarding the extent M.S.W. training helped in acquiring these skills.

Table 63: Gender and Perception regarding utility of the skills in industry

Variable	n	Mean	SD	SE of Mean	95% (CI)
Male	119	1.3361	0.541	0.050	0.042 to 0.294
Female	119	1.1681	0.376	0.034	
Paired differences		0.1681	0.693	0.064	
t-value=2.65, d.f.=118, p=0.009 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 male and female group differ significantly from each other with reference to their perception regarding utility of the the skills in the Industry. Further it can be interpreted that mean score (1.3361) of male group is higher than the mean score (1.1681) of female group.

Table 64: Type of Organization and Perception regarding utility of the skills in industry

Variable	n	Mean	SD	SE of Mean	95% (CI)
Private Sector	119	1.3361	0.541	0.050	-0.035 to 0.220
Public Sector	119	1.4286	0.497	0.046	
Paired differences		0.0924	0.701	0.064	
t-value=1.44, d.f.=118, p=0153 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 private sector organizations and public sector organizations do not differ significantly from each other with reference to perception of respondents regarding utility of the skills in Industry.