

Statistical Analysis on Banking Sector Employee's Connotation in Job Seeking

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ABSTRACT

Employee's choice is very importantly considered as it makes an organization, a great place to work. If the company does not satisfy the basic demands of the employee, that employee changes the company and move from the company. This leads to the downfall of the company. Hence, employee's choices are really to be noted and satisfied for the good going of the company. Likewise in banking sectors, employees are free to choose their demands. This paper mainly focuses on the employee's connotation in job seeking in banking sectors. The data is collected from fifty banking employees with reference to marital status working at Chennai. The data analysis is been carried out using SPSS software.

Keywords - Banking, Chi-square test, Employees, Job desire, Marital status.

I. INTRODUCTION

A bank is a financial institution licensed to receive deposits and make loans. Banks may also provide financial services, such as wealth management, currency exchange and safe deposit boxes. There are two types of banks: commercial or retail banks and investment banks. In most countries, banks are regulated by the national government or central bank. The role of banking employees are to take orders from customers, take payment from customer, make changes for customer from the bank, and keep records of all sales. The sales total is balanced out against the cash register at the end of the shift. Hence, it is important that, the choice of the employee is one of the important factors that serve a company to reach its height. Especially in banking sector, the employee's choice with respect to marital status is very vital.

II. RESEARCH METHODOLOGY

The methodology incorporated in this paper is Chi-square test of independence. The Chi-square test of independence is used to determine if there is a significant relationship between two nominal or categorical variables. The frequency of each category for one nominal variable is compared across the categories of the second nominal variable. The data can be displayed in a contingency table where each row represents a category for one variable and each column represents a category for the other variable. The formula to calculate the value of the Chi-square test of independence is

$$\chi^2 = \sum_{i=1}^m \sum_{j=1}^n \frac{(O_{ij} - E_{ij})^2}{E_{ij}}$$

Where, χ^2 – Chi-square test of independence

O_{ij} – Observed value of two nominal variables

E_{ij} – Expected value of two nominal variables

Null hypothesis, H_0 : Assumes that there is no association between the two variables.

Alternative hypothesis, H_1 : Assumes that there is an association between the two variables.

III. RESULT AND DISCUSSION

3.1 Marital Status Vs Interest and Working Environment

Null hypothesis: There is no significant difference between marital status and interest and working environment

Alternative hypothesis: There is a significant difference between marital status and interest and working environment

Table 3.1.1: Marital Status * IWE Crosstabulation

		IWE			Total
		Very little important	Moderate important	Very great important	
Marital Status	Single	36	88	58	182
	Married	90	177	136	403
	Divorced	17	27	21	65
Total		143	292	215	650

Table 3.1.2: Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.817 ^a	4	.769
Likelihood Ratio	1.796	4	.773
Linear-by-Linear Association	.208	1	.648
N of Valid Cases	650		

From the table 3.1.2 chi square test for independence, the value of chi square is 1.817 and significant value is .769 which is greater than P-value (0.05). Hence it shows weak evidence to reject null hypothesis. It can be conclude that marital status and interest and working environment are independent. It is clear that, interest and working environment in a company is not based on marital status.

3.2 Marital Status Vs Economy and Company Nationality

Null hypothesis: There is no significant difference between marital status and economy and company nationality

Alternative hypothesis: There is a significant difference between marital status and economy and company nationality

Table 3.2.1: Marital Status * ECN Cross tabulation

		ECN			Total
		Very little important	Moderate important	Very great important	
Marital Status	Single	20	31	19	70
	Married	42	68	49	159
	Divorced	9	8	8	25
Total		71	107	76	254

Table 3.2.2: Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.684 ^a	4	.794
Likelihood Ratio	1.697	4	.791
Linear-by-Linear Association	.016	1	.901
N of Valid Cases	254		

From the table 3.2.2 chi square test for Independent, the value of chi square is 1.684 and significant value is .794 which is greater than P-value (0.05). Hence it shows weak evidence to reject null hypothesis. It can be conclude that marital status and economy and company nationality are independent. It is clear that, employees are like to join the company with respect to economy and company nationality is not depends on marital status.

3.3 Marital Status Vs Deciding Factor

Null hypothesis: There is no significant difference between marital status and deciding factor

Alternative hypothesis: There is a significant difference between marital status and deciding factor

Table 3.3.1: Marital Status * DF Crosstabulation

		DF			Total
		Not at all important	Very little important	Moderate important	
Marital Status	Single	85	54	43	182
	Married	133	117	153	403
	Divorced	23	16	26	65
Total		241	187	222	650

Table 3.3.2: Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.125 ^a	4	.004
Likelihood Ratio	15.493	4	.004

Linear-by-Linear Association	10.739	1	.001
N of Valid Cases	650		

From the table 3.3.2 of chi square test for dependent, the value of chi square is 15.125 and significant value is .004 which is lesser than P-value (0.05). Hence we reject the null hypothesis. It can be conclude that marital status and deciding a new job are dependent. So it is clear that employees are deciding another job based on marital status.

3.4 Marital Status Vs looking for another job

Null hypothesis: There is no significant difference between marital status and looking for another job

Alternative hypothesis: There is a significant difference between marital status and looking for another job

Table 3.4.1: Marital Status * R Crosstabulation

		R			Total
		Very little important	Moderate important	Very great important	
Marital Status	Single	41	111	58	210
	Married	104	226	135	465
	Divorced	26	22	27	75
Total		171	359	220	750

Table 3.4.2: Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.547 ^a	4	.009
Likelihood Ratio	13.718	4	.008
Linear-by-Linear Association	.382	1	.537
N of Valid Cases	750		

From the table 3.4.2 of chi square test for dependent, the value of chi square is 13.547 and significant value is .009 which is greater than P-value (0.05). Since we reject null the hypothesis. It can be conclude that marital status and looking for another job are dependent. It is clear that, employees are like to join the company based on marital status.

IV. CONCLUSION

The study is conducted by collecting data from fifty employees in a banking sector at Chennai. From the statistical analysis carried out, the study reveals some of the important results. It can be inferred that, employees are not at all giving importance to the interest and working environment and economy and company nationalities, which shows that if the peoples are married or unmarried they want a job rather they are not considering any other things like company nationality working environment etc. On the other hand while

people are looking for a new job or deciding a job offers marital status plays a vital role that is based on marital condition people's choices of deciding and looking for another job varies. So the study clearly reveals that employee's marital status in a banking sector is not a key point to make the environment is good and satisfactory except when they are moving another company. It is obvious that, marital status is the key factor for looking for new job and they are giving importance to marital status only for relieving or joining to another job.

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