

CHAPTER FOUR

DATA ANALYSIS AND RESULTS

1.0 Data Analysis and Results

The respective hypothesis in this research uses the T-test through the Statistical Package for Social Science. The number of questionnaires, which was distributed, were 100 and the response rate was 72%. The questionnaires that were returned were used to test the hypothesis.

1.1 Demographic Profile

The demographic structure of the respondents is in Part 1 of the questionnaire and is divided into 6 categories. They are as follows:

1.1.1 Age

The respondents were both males and females in EPF. The range was distributed among 5 categories.

Table 1.1.1: Age of Respondents of Samples

Age	Number of Respondents	Percentage (%)
30-35 years	38	52.8
36-40 years	24	33.3
41-45 years	5	6.9
46-50 years	4	5.6
51-55 years	1	1.4
Total	72	100

The majority of the respondents were from the 30 to 35 age group. This constitutes 52.8% of the employees in EPF. During these years most women will probably be married

with growing children. Therefore, this period will be a critical period for most women since they will be balancing their domestic responsibility with career advancement. At home they need to fulfill their natural role as mothers and wife and the demanding responsibility of molding their childrens' personality. At work this is the period whereby women are mostly given recognition for their work. This is because for years women have worked to establish their careers in order to be promoted. However, when they are actually confronted with an offer for promotion they would be at a crossroad. But needless, to say that the human resources policies in EPF are quite flexible as women do get promoted and when this promotion requires a geographical transfer a personal arrangement has to be managed, until EPF can find vacancies to transfer the employee back to the location of her choice. But not all women will be willing to have to disrupt their personal lives in exchange for career advancement. Otherwise it is also possible that management may overlook an equally qualified women on the basis that she is not mobile.

In addition the society at large expects women to forgo their career rather than their nurturing role.

1.1.2 Sex

This question is divided into two. The breakdown of respondents between gender is 46.4% are male and 53.6% are female.

Table 1.1.2 Sex of Respondents in EPF

Sex	Number of Respondents	Percentage (%)
Male	32	44.4
Female	37	51.4
Missing	3	4.2
Total	72	100

1.1.3 Ethnic Group of Respondents in EPF

The ethnic background of respondents are 75% were Malays, 11.1% Chinese, 6.9% Indians and another 6.9% Others.

Table 1.1.3: Ethnic Background of Respondents in EPF.

Ethnic	Number of Respondents	Percentage (%)
Malay	54	75
Chinese	8	11.1
Indian	5	6.9
Others	5	6.9
Total	72	100

1.1.4 Martial Status of Respondents in EPF

This category is divided into two as well. The breakdowns of respondents who are married are 83.3% and those who are single are 16.7%.

1.1.5 Position Held Among Respondents in EPF

This category is divided into 5 positions. The majority of the respondents are Assistant Managers and they make up 53.5% of the total respondents.

Table 1.1.5 Position Held Among Respondents in EPF

Position	Number of Respondents	Percentage (%)
Senior Manager	3	4.2
Manager	9	12.5
Deputy Manager	20	27.8
Assistant Manager	38	52.8
Missing	2	2.8
Total	72	100

2.0 Outcome Of The Hypothesis

This section of the research will discuss the findings of the hypothesis. The hypothesis will determine the differences between managerial competencies and to determine the reasons or the visibility of barriers in the organization.

2.1 Differences in Management Functions.

Ho: Gender does not create differences in the performance of management functions.

H1: Gender does create differences in the performance of management functions.

The above hypothesis is to determine if there is difference between gender when performing management function. Based on the T test by using the Statistical Package for

Social Science (SPSS) the means value between both gender is taken into consideration to determine the validity of the hypothesis. As such the means value is definitive to the results of each hypothesis. A simple concept is used to test the hypothesis. If the means for men is the same as means for women than H_0 is significant and H_0 is accepted. However if means for men and women is different than there is no significance therefore and H_1 is accepted.

The T-test done for this hypothesis indicates that for all the 12 management functions that have been listed as crucial to the performance of managerial duties the means between men and women were the same therefore there is no significance. As a result H_0 is accepted. Which means there is no difference in management functions between gender.

This indicates that there is no difference in the way both genders perform their management functions. However in this study there are some limitation. This is because the data is purely quantitative and is based on the perception of the respondents. Although there does not seem to be any difference in how both gender perceived their abilities to perform the functions it will be useful to note that there may be certain variations in performing the job. The research is unable to take into considerations the study of such complexities. But despite that both genders do successfully complete the performance of their respective management functions and are quite confident on their abilities to perform the function.

2.2 Differences Between Gender in Importance of Management Skills.

H0: Gender does not create differences in the importance of managerial skills.

H1: Gender does create differences in the importance of managerial skills.

This hypothesis will test to determine if there is a difference in how each gender perceives the importance of the managerial skill involved to performing their duties.

A T-test was used to determine the differences between gender in this particular area. As such the mean value for each of the skills required performing managerial functions showed no significance, therefore H0 is accepted.

This result indicates that both gender find equal importance of the skills required performing the managerial skills. There are no differences in perception. In previous studies, there have been some differences in certain areas. Namely in the area of communication and interpersonal skill. However, with the EPF employees it shows that there are no such differences particularly in this area. Most respondents found that the area of communication and interpersonal skills were imperative in assisting them to perform their managerial duties.

2.3 Organizational Barriers in Employee Provident Fund (EPF)

Ho = Gender discrimination does not occur in EPF

H1 = Gender discrimination does occur in EPF

The organizational barriers that we will look at for the purpose of this study are gender discrimination. As such from the study we can conclude that women do not find that gender discrimination does not exist in EPF. This was determined by using the Chi Square test to determine the results. The results indicate that there is no significance to the hypothesise, therefore, gender discrimination does not occur in EPF.

Hence with that we can conclude that EPF is an organization which does not create barriers for women to progress.

2.4 A woman's multiple roles.

Ho = Women prefer to focus on family obligations.

H1 = Women prefer to focus on career.

This hypothesise is drawn to determine if women value the familial role far better than their career. To test this hypothesise the Chi Square test was used to analyse the results. The test analysis indicates that the hypothesise is insignificant, therefore, women prefer to focus on family obligations rather than career. This is the reason why there is low representation of women in the managerial levels.