

CHAPTER VI

DATA ANALYSIS AND INTERPRETATIONS ON QUALITY OF WORK LIFE

6.1 OVERVIEW

The purpose of the study was to carry out an extensive study in Tamil Nadu to find out the level of quality of work life among the sports coaches working for various organizations. For the present study the 240 sports coaches working in Tamil Nadu were selected randomly with 212 men coaches and 28 women coaches. Among 65 coaches from SDAT, 20 coaches from SAI, 36 from Public Sector Undertakings, 36 coaches from Sports Academies, 43 coaches from Sports Clubs and 40 coaches from Educational Institutions and their age from 25 to 50 years. A convenience sampling method is used. The primary data were collected from the sports coaches working in Tamil Nadu. The requirement of the testing procedures was explained to the subjects so as to get full co-operation of the effort required on their part and prior to the administration of the study.

6.2 TEST OF SIGNIFICANCE

This is the crucial portion of the thesis to achieve the conclusion by examining the hypothesis. The procedure of testing the hypothesis in accordance with the results obtained in relation to the level of confidence which was fixed at 0.05 level, was considered necessary for this study. The tests are usually called as the test of significance, since researcher tested whether the difference between the pre-test and post-test scores of the samples are significant or not. In the present study, if obtained F-ratio were greater than the table value at 0.05 level, the hypothesis was accepted to the effect that there existed significant difference between the means of groups

compared, and if obtained, F-ratio were lesser than the table values at 0.05 level, then the hypothesis was rejected to the effect that there existed no significant difference between the means of groups.

6.3 LEVEL OF SIGNIFICANCE

To test the obtained results on all the variables, level of significance 0.05 was chosen and considered as sufficient for the study.

6.4 ANALYSIS RELATED TO QUALITY OF WORK LIFE OF COACHES WORKING AT DIFFERENT ORGANIZATIONS:

The descriptive statistics of coaches working at different organizations on the different dimensions of Quality of Work Life are presented in table 6.1.

Table 6.1

Descriptive Statistics of Coaches working at different Organizations with regard to Quality of work life Dimensions

S.No	Variables	SDAT		SAI		Public Sector Undertakings		Sports Academies		Sports Clubs		Educational Institutions	
		Mean	SD(±)	Mean	SD(±)	Mean	SD(±)	Mean	SD(±)	Mean	SD(±)	Mean	SD(±)
1	Adequate and Fair Compensation	32.10	6.95	22.75	4.99	31.11	7.20	24.50	4.84	21.74	4.81	23.30	4.55
2	Safe and Healthy Working Conditions	54.92	8.61	38.00	6.69	53.55	8.93	53.56	8.93	36.04	6.97	34.65	6.97
3	Immediate Opportunity to Use and Develop Human Capacities	32.21	7.61	24.30	3.94	33.08	6.68	26.47	4.74	25.74	4.39	24.72	4.88
4	Opportunity for Continued Growth and Security	36.76	8.92	29.95	6.43	37.16	8.85	27.22	7.36	29.55	6.67	28.82	5.85
5	Social Integration in the Work Organization	49.46	9.55	36.75	5.88	48.83	9.99	35.55	5.63	35.23	6.26	35.82	6.38
6	Constitutionalism in the Work Organization	17.29	2.99	12.80	2.52	17.75	2.92	12.61	2.49	12.39	2.33	13.20	2.35
7	Work and Total Life Space	13.12	2.42	10.75	1.44	13.30	2.72	10.27	1.86	9.90	1.61	9.45	1.85
8	Social Relevance of Work Life	33.12	4.22	22.60	4.73	33.72	4.11	22.94	4.61	23.27	3.88	23.35	3.95

6.5 ANALYSIS RELATED TO COACHES' OPINION ON ADEQUATE AND FAIR COMPENSATION:

The researcher has formulated the following hypothesis in order to find out whether there is a significant difference in the opinion of coaches with regard to adequate and fair compensation which is one among the dimensions of quality of work life.

Hypothesis 1:

There is a significant difference in the opinion among coaches with regard to adequate and fair compensation.

The researcher has used suitable statistical tools for testing the above hypothesis with regard to adequate and fair compensation. They are discussed below:

6.5.1 One Way Analysis of Variance among Coaches working at Different Organizations with regard to Adequate and Fair Compensation:

H_{101} : There is a significant difference among coaches working at different organizations with regard to adequate and fair compensation.

The coaches' opinion with regard to adequate and fair compensation is analysed using one way analysis of variance to find out the degree of difference among coaches working at different organizations. The results are given in the table 6.2.

Table 6.2**One Way Analysis of Variance among Coaches working at different Organizations with regard to Adequate and Fair Compensation**

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	5	4606.02	921.20	G1=6.95 G2=4.99 G3=7.20 G4=4.84	F=26.99* P<0.05 Significant
2.	Within Groups	234	7985.13	34.12	G5=4.81 G6=4.55	

*p < 0.05 Table F, df (5, 234) at (0.05) = 2.25

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

G4= Sports Academies

G5= Sports Clubs

G6 = Educational Institutions

It can be observed from the table 6.2 that there is a significant difference among coaches working at different organizations with regard to adequate and fair compensation and therefore H_1 is accepted. Further, it is also observed that the mean score reveals that the coaches working at public sector undertakings are found to be more inclined towards adequate and fair compensation.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of the Coaches with regard to adequate and fair compensation. The test results are shown in the table 6.3.

Table 6.3

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at different Organizations on Adequate and Fair Compensation

SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
32.10	22.75	---	---	---	---	9.35*	8.05
32.10	---	31.11	---	---	---	0.99	8.05
32.10	---	---	24.50	---	---	7.60	8.05
32.10	---	---	---	21.74	---	10.36*	8.05
32.10	---	---	---	---	23.30	8.80*	8.05
---	22.75	31.11	---	---	---	8.36*	8.05
---	22.75	---	24.50	---	---	1.75	8.05
---	22.75	---	---	21.74	---	1.01	8.05
---	22.75	---	---	---	23.30	0.55	8.05
---	---	31.11	24.50	---	---	6.61	8.05
---	---	31.11	---	21.74	---	9.37*	8.05
---	---	31.11	---	---	23.30	7.81	8.05
---	---	---	24.50	21.74	---	2.76	8.05
---	---	---	24.50	---	23.30	1.20	8.05
---	---	---	---	21.74	23.30	1.56	8.05

*p < 0.05, Confidence interval value (0.05) = 8.05

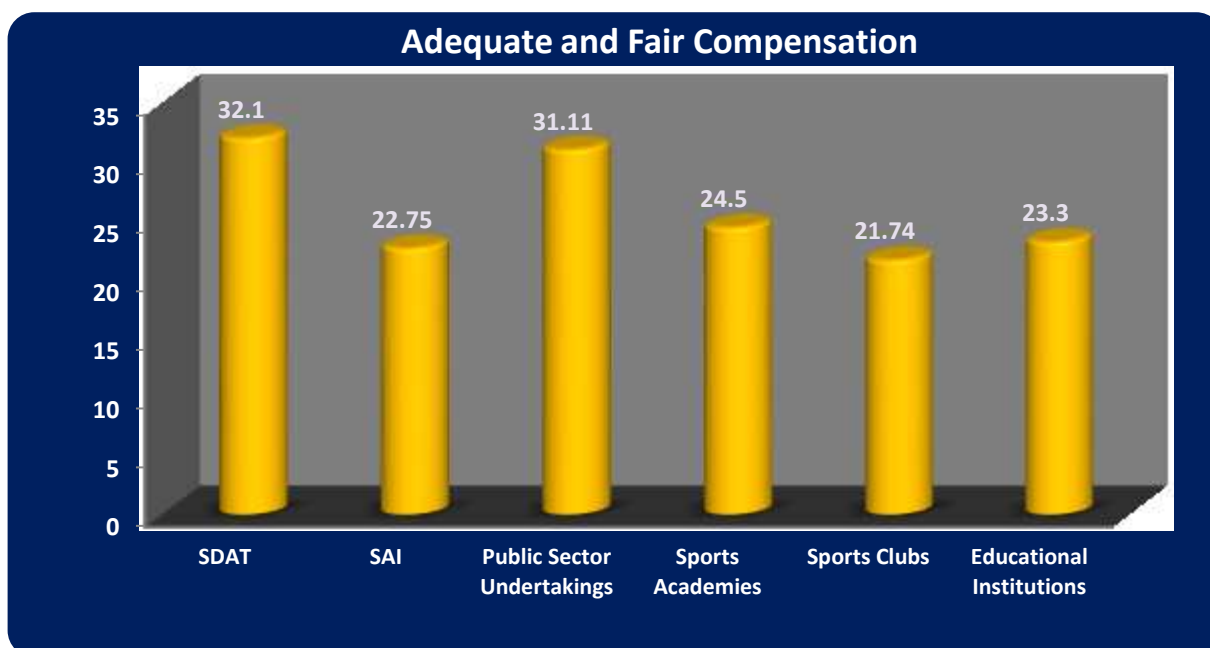
From the above table 6.3, it is inferred that the mean difference values between the group of Coaches from SDAT and SAI is 9.35, SDAT and Sports Clubs is 10.36, SDAT and Educational Institutions is 8.80, SAI and Public Sector Undertakings is 8.36, Public Sector Undertakings and Sports Clubs is 9.37 which are greater than the confidence interval value (8.05) which shows that coaches working at these organizations have high satisfaction level towards adequate and fair compensation.

It is also observed that the mean difference values between the other groups are lesser than the confidence interval value (8.05), which shows that coaches working at these organizations have low satisfaction level towards adequate and fair compensation.

The mean values of the opinion of coaches on adequate and fair compensation of are graphically presented in figure 6.1

Figure 6.1

Graphical Depiction of the Comparison of the Means of Opinion of Coaches on Adequate and Fair Compensation



6.5.2 One Way Analysis of Variance among Coaches working at Government Sector Organizations on Adequate and Fair Compensation:

H_{102} : There is a significant difference among coaches working at government sector organizations towards adequate and fair compensation.

The coaches' opinion towards adequate and fair compensation is analysed using one way analysis of variance to find out the degree of difference among the Coaches working at government organizations. The results are given in the table 6.4

Table 6.4

One Way Analysis of Variance among Coaches working at Government Sector Organizations with regard to Adequate and Fair Compensation

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	1375.98	687.99	G1=6.95 G2=4.99 G3=7.20	F=15.08* P<0.05 Significant
2.	Within Groups	118	5381.55	45.60		

* $p < 0.05$ Table F, df (2, 118) at (0.05) = 3.07

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

It is clear from the table 6.4 that there is a significant difference among coaches working at government sector organizations towards adequate and fair compensation and therefore H_1 is accepted. Further, it is also observed that the mean score reveals that the coaches working at public sector undertakings are found to be more inclined towards adequate and fair compensation.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of Coaches with regard to adequate and fair compensation. The test results are shown in the table 6.5.

Table 6.5

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Government Sector Organizations with regard to Adequate and Fair Compensation

SDAT	SAI	Public Sector Undertakings	Mean Difference	CI
32.10	22.75	---	9.35*	5.10
32.10	---	31.11	0.99	5.10
---	22.75	31.11	8.36*	5.10

From the table 6.5, it is inferred that the mean difference values between the group of Coaches of SDAT & SAI is 9.35 and SAI & Public Sector Undertakings is 8.36 which are greater than the confidence interval value (5.10) which shows that the coaches working at these organizations have high satisfaction level with regard to adequate and fair compensation.

It was also observed that the mean difference values between the other groups are lesser than the confidence interval value (5.10), which shows that coaches working at these organizations have low satisfaction level towards adequate and fair compensation.

6.5.3 One Way Analysis of Variance among Coaches working at Private Sector Organizations on Adequate and Fair Compensation:

H_{103} : There is a significant difference among coaches working at private sector organization towards adequate and fair compensation.

The coaches' opinion with regard to adequate and fair compensation is analysed using one way analysis of variance to find out the degree of difference among the Coaches working at private sector organizations. The results are given in the table 6.6

Table 6.6

One Way Analysis of Variance among Coaches working at Private Sector Organizations with regard to Adequate and Fair Compensation

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	151.20	75.60	G1=4.84 G2=4.81 G3=4.55	F=3.36* P<0.05 Significant
2.	Within Groups	116	2603.58	22.44		

*p < 0.05 Table F, df (2, 116) at (0.05) = 3.07

G1= Sports Academies G2= Sports Clubs G3= Educational Institution

It is clear from the table 6.6 that there is a significant difference among coaches working at private sector organizations with regard to adequate and fair compensation and therefore H_1 is accepted. Further, it is also observed that the mean score reveals that the coaches working at sports academies are found to be more inclined towards adequate and fair compensation.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of the Coaches with regard to adequate and fair compensation. The test results are shown in the table 6.7.

Table 6.7

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinion of Coaches working at Private Sector Organizations on Adequate and Fair Compensation

Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
24.50	21.74	---	2.76*	2.58
24.50	---	23.30	1.20	2.58
---	21.74	23.30	1.56	2.58

From the table 6.7, it is inferred that the mean difference values between the groups of Coaches from Sports Academies and Sports Clubs is 2.76 which are greater than confidence interval value (2.58), which shows that coaches are working at these organizations have high satisfaction level with regard to adequate and fair compensation.

It is also observed that the mean difference values between the other groups of Coaches are lesser than the confidence interval value (2.58), which shows that these organizations have low satisfaction level with regard to adequate and fair compensation.

6.5.4 Mean difference between the Coaches working at Government and Private Sector Organizations on Adequate and Fair Compensation:

H_{1 04}: There is a significant difference between the coaches working at government and private sector organizations with regard to adequate and fair compensation.

The coaches' opinion with regard to adequate and fair compensation is analysed using 't' test to find out the degree of difference among the Coaches working at government and private sector organizations. The results are given in the table 6.8.

Table 6.8

't' test between Coaches working at Government and Private Sector Organizations with regard to Adequate and Fair Compensation

S.No	Organizations	N	\bar{X}	Mean Difference	SD	't' Ratio
1.	Government Sector	121	30.26	7.16	0.81	8.77* P<0.05 Significant
2.	Private Sector	119	23.10			

* Significant at 0.05 level

It is evident from the table 6.8 that there is a significant mean difference among the coaches working at government and private sector organizations with regard to adequate and fair compensation and therefore H₁ is accepted. Further, it is also observed that the mean score reveals that the coaches working at government sector organizations are more inclined towards adequate and fair compensation.

6.5.5 The Role of Gender of the Coaches working at Government and Private Sector Organizations on Adequate and Fair Compensation:

H_{1 05}: There is a significant difference between the gender of the Coaches working at government and private sector organizations with regard to adequate and fair compensation.

For finding out the degree of difference between the gender of the Coaches working at government and private sector organizations towards adequate and fair compensation, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.9.

Table 6.9

't' test between the Gender of Coaches of Government and Private Sector Organizations with regard to Adequate and Fair Compensation

S.No	Organization & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.40 P > 0.05 Not Significant
	Male	106	30.36	7.48	
	Female	15	29.53	7.86	
2.	Private Sector	119			t = 1.26 P > 0.05 Not Significant
	Male	106	22.90	4.83	
	Female	13	24.69	4.71	

It is clear from the table 6.9 that there is no significant mean difference between the gender of the Coaches working at government sector organizations with regard to adequate and fair compensation and hence H₁ is rejected.

Further, it is also pointed out from the table 6.9 that there is no significant difference between the gender of the Coaches working at private sector organizations with regard to adequate and fair compensation and hence H₁ is rejected.

6.5.6 The Role of Age of Coaches working at Government and Private Sector Organizations on Adequate and Fair Compensation:

H_{1 06}: There is a significant difference among the various age groups of the Coaches working at government and private sector organizations with regard to adequate and fair compensation.

The researcher has used one way analysis of variance among the various age groups of the Coaches working at government and private sector organizations with regard to adequate and fair compensation. The results are presented in the table 6.10.

Table 6.10

One Way Analysis of Variance among the Various Age Groups of Coaches with regard to Adequate and Fair Compensation

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	246.857	2	123.428	G1=31.60 G2=31.26 G3=28.30	2.237
		Within Groups	6510.681	118	55.175		P > 0.05 Not Significant
2	Private Sector	Between Groups	29.478	2	14.739	G1=24.23 G2=22.73 G3=23.13	0.627
		Within Groups	2725.311	116	23.494		P > 0.05 Not Significant

G1= 25-30 Years G2= 31-40 Years G3= Above 40 Years

It is clear from the table 6.10 that there is no significant difference among the various age groups of the Coaches working at government sector organizations with regard to adequate and fair compensation and hence H₁ is rejected.

Further, it is also clear from the table 6.10 that there is no significant difference among the various age groups of the Coaches working at private sector organizations with regard to adequate and fair compensation and therefore H₁ is rejected.

6.5.7 The Role of Marital Status of the Coaches working at Government and Private Sector Organizations on Adequate and Fair Compensation

H_{107} : There is a significant difference between the marital status of the Coaches working at government and private sector organizations with regard to adequate and fair compensation.

For finding out the degree of difference between the marital status of the Coaches working at government and private sector organizations towards adequate and fair compensation, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.11.

Table 6.11

't' test between the Marital Status of Coaches of Government and Private Sector organizations with regard to Adequate and Fair Compensation

S.No	Organizations & Marital Status	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.37 P > 0.05 Not Significant
	Married	114	30.20	7.54	
	Unmarried	7	31.28	7.18	
2.	Private Sector	119			t = 1.44 P > 0.05 Not Significant
	Married	107	22.88	4.81	
	Unmarried	12	25.00	4.78	

The table 6.11 shows that there is no significant mean difference between the marital status of the Coaches working at government sector organizations with regard to adequate and fair compensation and hence H_1 is rejected.

Further, it is also clear from the table 6.11 that there is no significant difference between the marital status of the Coaches working at private sector organizations with regard to adequate and fair compensation and hence H_1 is rejected.

6.5.8 The Role of Experience of the Coaches working at Government and Private Sector Organizations on Adequate and Fair Compensation:

H_{108} : There is a significant difference between the various experience level of the Coaches working at government and private sector organizations with regard to adequate and fair compensation.

For finding out the degree of difference between the various experience level of the Coaches working at government and private sector organizations towards adequate and fair compensation, the researcher has used one way analysis of variance to test the hypothesis and the results are presented in the table 6.12

Table 6.12

One Way Analysis of Variance among the Various Experience Level of Coaches with regard to Adequate and Fair Compensation

S.No	Organizations	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	583.808	3	194.603	G1=32.63 G2=33.33	3.688*
		Within Groups	6173.729	117	52.767	G3=28.51 G4=28.67	P < 0.05 Significant
2	Private Sector	Between Groups	545.26	3	181.75	G1=28.42 G2=22.41	7.88*
		Within Groups	2649.52	115	23.03	G3=22.37 G4=24.06	P < 0.05 Significant

* Significant at 0.05 level with df 3, 117, and 3, 115 = 2.68

G1= Below 1 Year G2= 1 to 5 Years G3= 6 to 10 Years G4=10 Years and Above

It is observed from the table 6.12 that there is a significant difference between the various experience level of the Coaches working at government sector organizations with regard to adequate and fair compensation and therefore H_1 is accepted. Further, the mean score reveals that the Coaches working at government sector organizations belong to experience level from 1 to 5 years have high level satisfaction with regard to adequate and fair compensation.

Further, it is also observed from the table 6.12 that there is a significant difference between the various experience level of coaches working at private sector organizations with regard to adequate and fair compensation and hence H_1 is accepted. Further, the mean score reveals that coaches belong to below one year experience level have high level satisfaction than other groups of coaches.

6.5.9 The Role of Monthly Income of Coaches working at Government and Private Sector Organizations on Adequate and Fair Compensation:

H_{109} : There is a significant difference between the various monthly income of the Coaches working at government and private sector organizations with regard to adequate and fair compensation.

For finding out the degree of difference between the various monthly income of the Coaches working at government and private sector organizations with regard to adequate and fair compensation, the researcher has used 'One way analysis of variance' to test the hypothesis and the results are presented in the table 6.13.

Table 6.13**One Way Analysis of Variance among the Monthly Income of Coaches
with regard to Adequate and Fair Compensation**

S.No	Organizations	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	---	---	---	---	0.00
		Within Groups	---	---	---		0.00
2	Private Sector	Between Groups	87.767	2	43.884	G1=25.11 G2=22.72 G3=24.91	1.942
		Within Groups	2395.260	106	22.597		P > 0.05 Not Significant

G1= Upto Rs.15,000/- G2= Rs.15,000/- to Rs.20,000/- G3= Above Rs. 20,000/-

Since, all the coaches working in the government sector organizations have monthly income above Rs.20,000/- . Hence, no statistical techniques were applied.

Further, the table 6.13 shows that there is no significant difference between the various monthly income of the Coaches working at private sector organizations with regard to adequate and fair compensation and hence H_1 is rejected.

6.6 ANALYSIS RELATED TO COACHES' OPINION ON SAFE AND HEALTHY WORKING CONDITIONS

The researcher has formulated the following hypothesis in order to find out whether there is a significant difference in the opinion of coaches on safe and healthy conditions which is one among the dimensions of quality of work life.

Hypothesis 2:

There is a significant difference in the opinion among coaches with regard to safe and healthy conditions.

The researcher has used suitable statistical tools for testing the above hypothesis with regard to safe and healthy conditions. They are discussed below:

6.6.1 One Way Analysis of Variance among Coaches working at different Organizations on Safe and Healthy Working Conditions:

H_{10} : There is a significant difference among the coaches working at different organizations with regard to safe and healthy working conditions.

The coaches' opinion with regard to safe and healthy working conditions is analyzed using one way analysis of variance to find out the degree of difference among the Coaches working at different organizations. The results are given in the table 6.14.

Table 6.14

One Analysis of Variance among Coaches working at different Organizations With regard to Safe and Healthy Working Conditions.

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	5	19950.58	3990.11	G1=8.61 G2=6.69 G3=8.93 G4=8.93	F=58.76* P<0.05 Significant
2.	Within Groups	234	15887.40	67.89	G5=6.97 G6=6.97	

*p < 0.05 Table F, df (5, 234) at (0.05) = 2.25

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

G4= Sports Academies

G5= Sports Clubs

G6 = Educational Institutions

It can be observed from the table 6.14 that there is a significant difference among coaches working at different organizations with regard to healthy working conditions and therefore H_1 is accepted.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of the Coaches with regard to safe and healthy working conditions of quality of work life. The test results are shown in the table 6.15.

Table 6.15

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Different Organizations with regard to Safe and Healthy Working Conditions

SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
54.92	38.00	---	---	---	---	16.92*	11.36
54.92	---	53.55	---	---	---	1.37	11.36
54.92	---	---	53.56	---	---	1.36	11.36
54.92	---	---	---	36.04	---	18.88*	11.36
54.92	---	---	---	---	34.65	20.27*	11.36
---	38.00	53.55	---	---	---	15.55*	11.36
---	38.00	---	53.56	---	---	15.56*	11.36
---	38.00	---	---	36.04	---	1.96	11.36
---	38.00	---	---	---	34.65	3.35	11.36
---	---	53.55	53.56	---	---	0.01	11.36
---	---	53.55	---	36.04	---	17.51*	11.36
---	---	53.55	---	---	34.65	18.90*	11.36
---	---	---	53.56	36.04	---	17.52*	11.36
---	---	---	53.56	---	34.65	18.91*	11.36
---	---	---	---	36.04	34.65	1.39	11.36

*p < 0.05, Confidence interval value (0.05) = 11.36

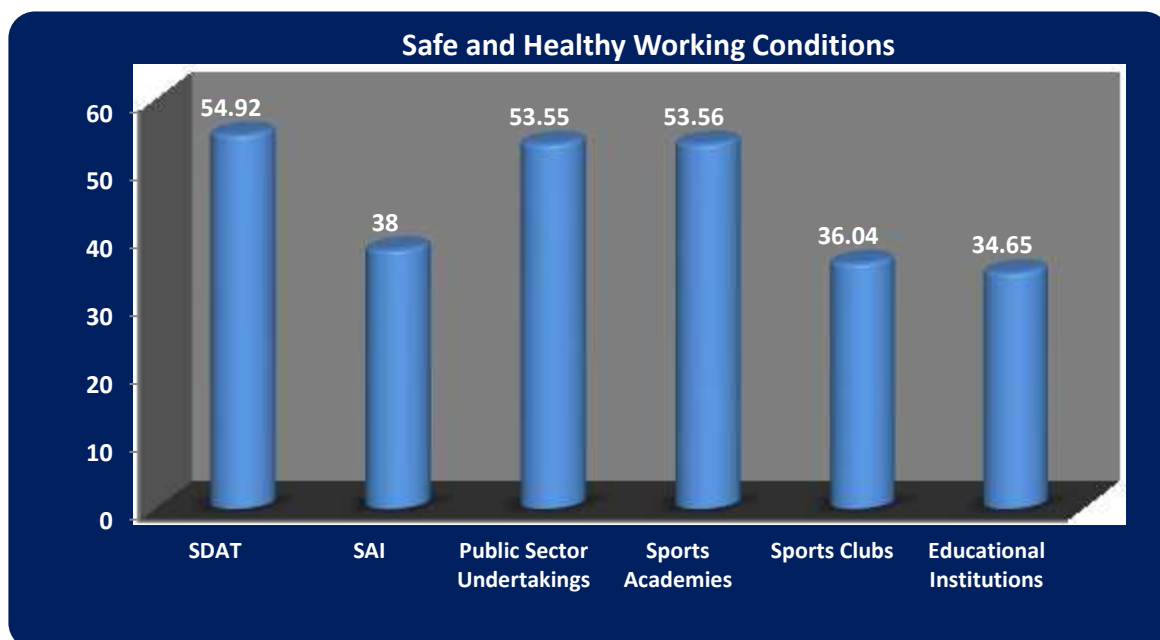
From the above table 6.15, it is confirmed that the mean difference values between the group of Coaches from SDAT and SAI is 16.92, SDAT and Sports Clubs is 18.88, SDAT and Educational Institutions is 20.27, SAI and Public Sector Undertakings is 15.55, SAI and Sports Academies is 15.56, Public Sector Undertakings and Sports Clubs is 17.51, Public Sector Undertakings and Educational Institutions 18.91 which are greater than the confidence interval value (11.36) which shows that coaches working at these organizations have high satisfaction level with regard to safe and healthy working conditions.

It was also observed from the table 6.15 that the mean difference values between the other groups are lesser than the confidence interval value (8.05), which shows that coaches working at these organizations have low satisfaction level with regard to safe and healthy working conditions.

The mean values of the opinion of coaches on safe and healthy working conditions are graphically presented in figure 6.2

Figure 6.2

Graphical Depiction of the comparison of the Means of Opinion of Coaches with regard to Safe and Healthy Working Conditions



6.6.2 One Way Analysis of Variance among Coaches working at Government Sector Organizations on Safe and Healthy Working Conditions:

H_{111} : There is a significant difference among coaches working at government organization in the level of satisfaction with regard to safe and healthy working conditions.

The coaches' opinion towards safe and healthy working conditions is analysed using one way analysis of variance to find out the degree of difference among the Coaches working at government organizations. The results are given in the table 6.16.

Table 6.16

One Way Analysis of Variance among Coaches working at Government Sector Organizations with regard to Safe and Healthy Working Conditions

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	4552.94	2276.47	G1=8.61 G2=6.69 G3=8.93	F=31.98* P<0.05 Significant
2.	Within Groups	118	8399.50	71.18		

*p < 0.05 Table F, df (2, 118) at (0.05) = 3.07

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

It is inferred from the table 6.16 that there is a significant difference among coaches working at government sector organizations with regard to safe and healthy working conditions and therefore H_1 is accepted. Further, it is also observed that the mean score reveals that coaches working at public sector undertakings are found to be more inclined towards safe and healthy working conditions.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of Coaches with regard to safe and healthy working conditions. The test results are shown in the table 6.17.

Table 6.17

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinion of Coaches working at Government Sector Organizations with regard to Safe and Healthy Working Conditions

SDAT	SAI	Public Sector Undertakings	Mean Difference	CI
54.92	38.00	---	16.92*	6.38
54.92	---	53.55	1.37	6.38
---	38.00	53.55	15.55*	6.38

It is clear from the table 6.17 that the mean difference values between the group of Coaches SDAT & SAI is 16.92 and SAI & Public Sector Undertakings is 15.55 which are greater than the confidence interval value (6.38) which shows that coaches working at these organizations have high satisfaction level with regard to safe and healthy working conditions.

It is also observed that the mean difference values between the other groups of Coaches are lesser than the confidence interval value (6.38), which shows that coaches from these organizations have low satisfaction level with regard to safe and healthy working conditions.

6.6.3 One Way Analysis of Variance among Coaches working at Private Sector Organizations on Safe and Healthy Working Conditions

$H_{1\ 12}$: There is a significant difference among coaches working at private organizations with regard to safe and healthy working conditions.

The coaches' opinion with regard to safe and healthy working conditions are analysed using one way analysis of variance to find out the degree of difference among Coaches working at private organizations. The results are given in the table 6.18.

Table 6.18

One Way Analysis of Variance among Coaches working at Private Sector Organizations with regard to Safe and Healthy Working Conditions

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	8341.21	4170.60	G1=8.93 G2=6.97 G3=6.97	F=64.61* P<0.05 Significant
2.	Within Groups	116	7487.89	64.55		

*p < 0.05 Table F, df (2, 116) at (0.05) = 3.07

G1= Sports Academies G2= Sports Clubs G3= Educational Institution

It is found from the table 6.18 that there is a significant difference among the coaches working at private sector organizations with regard to safe and healthy working conditions and therefore H_1 is accepted. Further, the mean score reveals that the coaches working at Sports Academies are found to be more inclined towards adequate and fair compensation.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of Coaches with regard to safe and healthy working conditions. The test results are shown in the table 6.19.

Table 6.19

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinion of Coaches working at Private Sector Organizations on Safe and Healthy Working Conditions

Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
53.55	36.04	---	17.51*	5.48
53.55	---	34.65	18.90*	5.48
---	36.04	34.65	1.39	5.48

From the table 6.19, it is inferred that the mean difference values between the group of Coaches from Sports Academies and Educational Institutions is 18.90 and Sports Academies and Sports Clubs is 17.51 which are greater than the confidence interval value (5.48), which shows that coaches working at these organizations have highest satisfaction level with regard to safe and healthy working conditions.

It is also observed that the mean difference values between the other groups are lesser than the confidence interval value (5.48), which shows that coaches working at these organizations have low satisfaction level with regard to safe and healthy working conditions.

6.6.4 Mean difference between the Coaches working at Government and Private Sector Organizations on Safe and Healthy Working Conditions:

H_{1 13}: There is a significant difference between coaches working at government and private sector organizations with regard to safe and healthy conditions.

The coaches' opinion with regard to safe and healthy conditions is analysed using 't' test to find out the degree of difference among Coaches working at government and private sector organizations. The results are given in the table 6.20.

Table 6.20

't' test between Coaches working at Government and Private Sector Organizations with regard to Safe and Healthy Working Conditions

S.No	Organizations	N	\bar{X}	Mean Difference	SD	't' Ratio
1.	Government Sector	121	51.71	10.84	1.41	7.63* P<0.05 Significant
2.	Private Sector	119	40.87			

* Significant at 0.05 level

It is evident from the table 6.20 that there is a significant mean difference among coaches working at government and private sector organizations with regard to safe and healthy working conditions and therefore H_1 is accepted. Further, the mean score reveals that the coaches working at government sector organizations are more inclined towards safe and healthy working conditions.

6.6.5 The Role of Gender of the Coaches working at Government and Private Sector Organizations on Safe and Healthy Working Conditions:

H_{14} : There is a significant difference between the gender of Coaches working at government and private sector organizations with regard to safe and healthy conditions.

For finding out the degree of difference between the gender of Coaches working at government and private sector organizations towards safe and healthy working conditions, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.21.

Table 6.21

't' test between the Gender of Coaches working at Government and Private Sector Organizations on Safe and Healthy Working Conditions

S.No	Organizations & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.04 P > 0.05
	Male	106	51.73	10.34	Not Significant
	Female	15	51.60	11.08	
2.	Private Sector	119			t = 2.21* P < 0.05
	Male	106	44.54	12.41	Significant
	Female	13	41.51	11.12	

* Significant at 0.05 level

It is clear from the table 6.21 that there is no significant mean difference between the gender of Coaches working at government sector organizations with regard to safe and healthy working conditions and hence H_1 is rejected.

Further, it is evident from the table 6.21 that there is a significant difference between the gender of coaches working at private sector organizations with regard to safe and healthy working conditions and therefore H_1 is accepted. Further, the mean score reveals that the male coaches have high satisfaction level than female coaches.

6.6.6 The Role of Age of Coaches working at Government and Private Sector Organizations on Safe and Healthy Working Conditions:

H_{115} : There is a significant difference among the various age groups of the Coaches working at government and private sector organizations with regard to safe and healthy working conditions.

The researcher has used one way analysis of variance to find out the degree of difference among the various age groups of Coaches working at government and private sector organizations with regard to safe and healthy working conditions. The results are presented in the table 6.22.

Table 6.22

One Way Analysis of Variance among the Various Age Groups of Coaches working at Government and Private Sector Organizations with regard to Safe and Healthy Working Conditions

S.No	Organizations	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	720.016	2	360.008	G1=57.00 G2=52.75 G3=48.76	3.473*
		Within Groups	12232.431	118	103.665		P < 0.05 Significant
2	Private Sector	Between Groups	234.258	2	117.129	G1=41.29 G2=42.14 G3=39.11	0.871
		Within Groups	15594.851	116	134.438		P > 0.05 Not Significant

*Significant at 0.05 level with df 2, 118 = 3.07

G1= 25-30 Years

G2= 31-40 Years

G3= Above 40 Years

It is clear from the table 6.22 that there is a significant difference among the various age groups of Coaches working at government sector organizations with regard to safe and healthy working conditions and therefore H_1 is accepted. Further, the mean score reveals that the coaches belong to the age group of 25 to 30 years have high satisfaction level with regard to safe and healthy working conditions.

Further, it is also clear from the table 6.22 that there is no significant difference among the various age groups of Coaches working at private sector organizations with regard to safe and healthy working conditions and hence H_1 is rejected.

6.6.7 The Role of Marital Status of Coaches working at Government and Private Sector Organizations on Safe and Healthy Working Conditions:

H_{116} : There is a significant difference between marital status of coaches working at government and private sector organizations with regard to safe and healthy working conditions.

For finding out the degree of difference between marital status of coaches working at government and private sector organizations with regard to safe and healthy working conditions, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.23.

Table 6.23

‘t’ test between Marital Status of Coaches working at Government and Private Sector Organizations with regard to Safe and Healthy Working Conditions

S.No	Organizations & Marital Status	N	\bar{X}	SD	‘t’ Ratio
1.	Government Sector	121			t = 1.35 P > 0.05 Not Significant
	Married	114	51.40	10.55	
	Unmarried	7	56.85	5.30	
2.	Private Sector	119			t = 3.45* P < 0.05 Significant
	Married	107	40.75	11.37	
	Unmarried	12	43.56	13.16	

* Significant at 0.05 level

The table 6.23 shows that there is no significant difference between marital status of coaches working at government sector organizations with regard to safe and healthy working conditions and hence H_1 is rejected.

Further, it is found from the table 6.23 that there is a significant difference between marital status of coaches working at private sector organizations with regard to safe and healthy working conditions and therefore H_1 is accepted. Further, the mean score reveals that unmarried coaches have high satisfaction level than married coaches.

6.6.8 The Role of Experience of Coaches working at Government and Private Sector Organizations on Safe and Healthy Working Conditions:

H_{117} : There is a significant difference between the various experience level of coaches working at government and private sector organizations with regard to safe and healthy working conditions

The researcher has used one way analysis of variance to find out the degree of difference between the various experience level of coaches working at government and private sector organizations with regard to safe and healthy working conditions. The results are presented in the table 6.24.

Table 6.24

One Way Analysis of Variance among the Various Experience Level of Coaches working at Government and Private Sector Organizations with regard to Safe and Healthy Working Conditions

S.No	Organisations	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	612.355	3	204.118	G1=56.18 G2=53.75 G3=51.45 G4=49.36	1.935
		Within Groups	12340.092	117	105.471		P > 0.05 Not Significant
2	Private Sector	Between Groups	676.023	3	225.341	G1=43.00 G2=38.25 G3=44.11 G4=41.22	1.710
		Within Groups	15153.086	115	131.766		P > 0.05 Not Significant

G1= Below 1 Year G2= 1 to 5 Years G3= 6 to 10 years G4=10 Years and Above

The table 6.24 shows that there is no significant difference between the various experience level of coaches working at government sector organizations with regard to safe and healthy working conditions and therefore H_1 is rejected.

Further, the table 6.24 reveals that there is no significant difference between the various experience level of coaches working at private sector organizations with regard to safe and healthy working conditions and hence H_1 is rejected.

6.6.9 The Role of Monthly Income of Coaches working at Government and Private Sector Organizations on Safe and Healthy Working Conditions

H_{18} : There is a significant difference between the various monthly income level of coaches working at government and private sector organizations with regard to safe and healthy working conditions.

For finding out the degree of difference between the various monthly income of the Coaches working at government and private sector organizations with regard to safe and healthy working conditions, the researcher has used one way analysis of variance to test the hypothesis and the results are presented in the table 6.25.

Table 6.25

One Way Analysis of Variance among the Monthly Income of Coaches working at Government and Private Sector Organizations with regard to Safe and Healthy Working Conditions

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	---	---	---	---	0.00
		Within Groups	---	---	---		0.00
2	Private Sector	Between Groups	90.45	2	45.227	G1=44.33 G2=41.26 G3=42.66	0.334
		Within Groups	14347.65	106	135.355		P > 0.05 Not Significant

G1= Upto Rs.15,000/- G2= Rs.15,000/- to Rs.20,000/- G3= Above Rs. 20,000/-

Since, all the coaches working in the government sector organizations have the monthly income above Rs.20,000/- . Hence, no statistical techniques were applied.

Table 6.25 shows that there is no significant difference between the various monthly income level of coaches working at private sector organizations with regard to safe and healthy working conditions and therefore H_1 is rejected.

6.7 ANALYSIS RELATED TO COACHES' OPINION ON IMMEDIATE OPPORTUNITY TO USE AND DEVELOP HUMAN CAPACITIES SAFE AND HEALTHY WORKING CONDITIONS

The researcher has formulated the following hypothesis in order to find out whether there is a significant difference in the opinion of coaches with regard to immediate opportunity to use and develop capacities which is one among the dimension of quality of work life.

Hypothesis 3:

There is a significant difference among coaches' opinion with regard to immediate opportunity to use and develop capacities.

The researcher has used suitable statistical tools for testing the above hypothesis with regard to immediate opportunity to use and develop capacities. They are discussed below:

6.7.1 One Way Analysis of Variance among Coaches working at different Organizations on Immediate Opportunity to Use and Develop Human Capacities

H_{1 19}: There is a significant difference among coaches working at different organizations with regard to immediate opportunity to use and develop human capacities.

The coaches' opinion with regard to immediate opportunity to use and develop human capacities is analyzed using one way analysis of variance to find out the degree of difference among coaches working at different organizations. The results are given in the table 6.26.

Table 6.26

One Way Analysis of Variance among Coaches working at different Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	5	3049.26	609.85	G1=7.61 G2=3.94 G3=6.68 G4=4.74	F=17.62* P<0.05 Significant
2.	Within Groups	234	8097.06	34.60	G5=4.39 G6=4.88	

*p < 0.05 Table F, df (5, 234) at (0.05) = 2.25

G1= SDAT G2= SAI G3= Public Sector Undertakings
G4= Sports Academies G5= Sports Clubs G6 = Educational Institutions

It is evident from the table 6.26 that there is a significant difference among the coaches working at different organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is accepted. Further, the mean score reveals that the coaches working in SDAT are found to be more inclined towards immediate opportunity to use and develop human capacities

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to immediate opportunity to use and develop human capacities. The test results are shown in the table 6.27.

Table 6.27

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Different Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
32.21	24.30	---	---	---	---	7.91	8.11
32.21	---	33.08	---	---	---	0.87	8.11
32.21	---	---	26.47	---	---	5.74	8.11
32.21	---	---	---	25.74	---	6.47	8.11
32.21	---	---	---	---	24.72	7.49	8.11
---	24.30	33.08	---	---	---	8.78*	8.11
---	24.30	---	26.47	---	---	2.17	8.11
---	24.30	---	---	25.74	---	1.44	8.11
---	24.30	---	---	---	24.72	0.42	8.11
---	---	33.08	26.47	---	---	6.61	8.11
---	---	33.08	---	25.74	---	7.34	8.11
---	---	33.08	---	---	24.72	8.36*	8.11
---	---	---	26.47	25.74	---	0.73	8.11
---	---	---	26.47	---	24.72	1.75	8.11
---	---	---	---	25.74	24.72	1.02	8.11

*p < 0.05, Confidence interval value (0.05) = 8.11

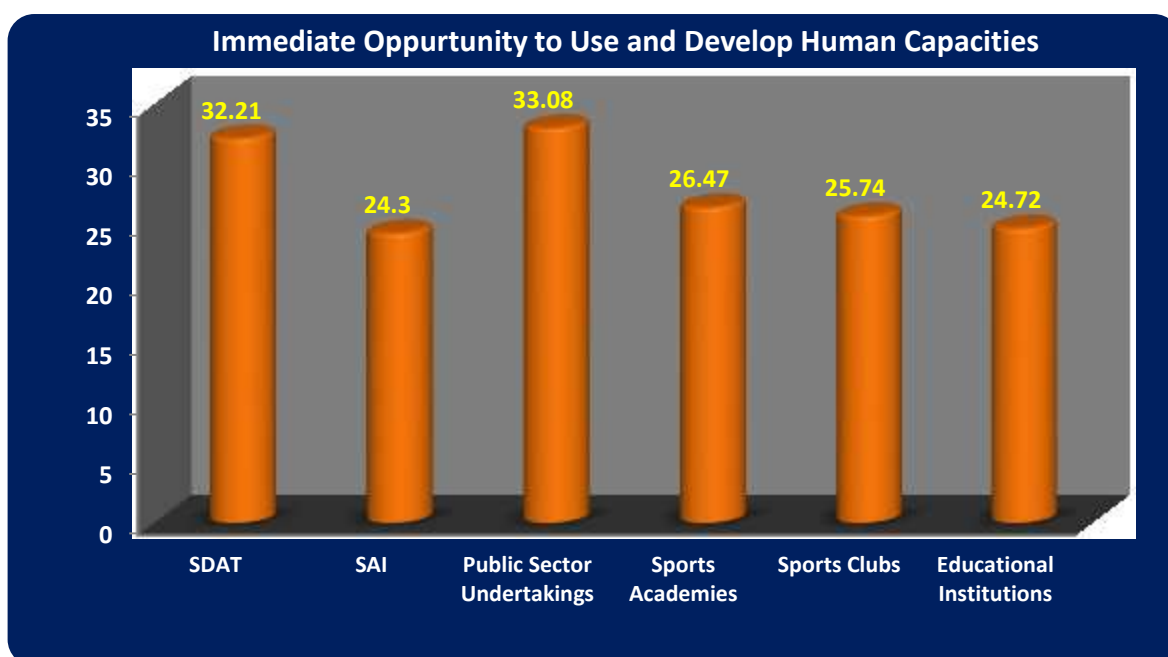
From the above table 6.27, it is confirmed that the mean difference values between the groups of coaches from SAI and Public Sector Undertakings is 8.78, Educational Institutions and Public Sector Undertakings is 8.36 which are greater than the confidence interval value (8.11) which shows that coaches working at these organizations have high satisfaction level with regard to immediate opportunity to use and develop human capacities.

It is also observed from the table 6.27 that the mean difference values between the other groups of coaches are lesser than the confidence interval value 8.11 which shows that coaches working at these organizations have low satisfaction level with regard to opportunity to use and develop human capacities.

The mean values of the opinion of coaches on immediate opportunity to use and develop human capacities are graphically presented in figure 6.3

Figure 6.3

Graphical Depiction of the comparison of the Means of Opinion of Coaches with regard to Immediate Opportunity to Use and Develop Human Capacities



6.7.2 One Way Analysis of Variance among Coaches working at Government Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities

$H_{1\ 20}$: There is a significant difference among the coaches working at government organization with regard to immediate opportunity to use and develop human capacities.

The coaches' opinion with regard to immediate opportunity to use and develop human capacities is analysed using one way analysis of variance to find out the degree of difference among coaches working at government organizations. The results are given in the table 6.28.

Table 6.28

One Way Analysis of Variance among Coaches working at Government Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	1146.76	573.38	G1=7.61 G2=3.94 G3=6.68	F=12.15* P<0.05 Significant
2.	Within Groups	118	5565.93	47.16		

*p < 0.05 Table F, df (2, 118) at (0.05) = 3.07

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

It is inferred from the table 6.28 that there is a significant difference among coaches working at government sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H1 is accepted. Further, the mean score reveals that coaches working at public sector undertakings are found to be more inclined towards immediate opportunity to use and develop human capacities

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to immediate opportunity to use and develop human capacities. The test results are shown in the table 6.29

Table 6.29

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Government Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

SDAT	SAI	Public Sector Undertakings	Mean Difference	CI
32.21	24.30	---	7.91*	5.19
32.21	---	33.08	0.87	5.19
---	24.30	33.08	8.78*	5.19

It is clear from the table 6.29 that the mean difference values between the groups of coaches from SDAT & SAI is 7.91 and SAI & Public Sector Undertakings is 8.78 which are greater than the confidence interval value (5.19) which shows that coaches working at these organizations have high satisfaction level with regard to immediate opportunity to use develop human capacities.

It is also observed from the table 6.29 that the mean difference values between the other groups are lesser than the confidence interval value (5.19), which shows that the coaches working at these organizations have low satisfaction level with regard to immediate opportunity to use develop human capacities.

6.7.3 One Way Analysis of Variance among Coaches working at Private Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities

H_{121} : There is a significant difference among coaches working at private organization with regard to immediate opportunity to use and develop human capacities.

The coaches' opinion with regard to immediate opportunity to use and develop human capacities is analysed using one way analysis of variance to find out the degree of difference among coaches working at private organizations. The results are given in the table 6.30.

Table 6.30

One Way Analysis of Variance among Coaches working at Private Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	58.85	29.42	G1=4.74 G2=4.39	F=1.34 P<0.05
2.	Within Groups	116	2531.13	21.82	G3=4.88	Not Significant

G1= Sports Academies G2= Sports Clubs G3= Educational Institution

It is clear from the table 6.30 that there is no significant difference among coaches working at private sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is rejected.

6.7.4 Mean difference between the Coaches working at Government and Private Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities

H_{122} : There is a significant difference between coaches working at government and private sector organizations with regard to immediate to use and develop human capacities.

The coaches' opinion with regard to immediate to use and develop human capacities is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.31

Table 6.31

't' test between Coaches working at Government and Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

S.No	Organizations	N	\bar{X}	Mean Difference	SD	't' Ratio
1.	Government Sector	121	31.16	5.54	0.80	6.86* P<0.05 Significant
2.	Private Sector	119	25.62			

* Significant at 0.05 level

It is evident from the table 6.31 that there is a significant mean difference among coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is accepted. Further, the mean score reveals that the coaches working at government sector organizations are more inclined towards immediate opportunity to use and develop human capacities.

6.7.5 The Role of Gender of Coaches working at Government and Private Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities:

$H_{1\ 23}$: There is a significant difference between the gender of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities.

For finding out the degree of difference between the gender of coaches working at government and private sector organizations towards safe and healthy working conditions, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.32.

Table 6.32

't' test between the Gender of Coaches working at Government and Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

S.No	Organizations & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 1.01 P > 0.05 Not Significant
	Male	106	31.42	7.34	
	Female	15	29.33	8.39	
2.	Private Sector	119			t = 0.63 P > 0.05 Not Significant
	Male	106	25.71	4.64	
	Female	13	24.84	5.14	

It is clear from the table 6.32 that there is no significant difference between the gender of coaches working at government sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is rejected.

Further, it is also pointed out from the table 6.32 that there is no significant difference between the gender of coaches working at private sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is rejected.

6.7.6 The Role of Age of Coaches working at Government and Private Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities

H_1 24: There is a significant difference among the various age groups of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities.

The researcher has used one way analysis of variance to find out the degree of difference among the various age groups of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities. The results are presented in the table 6.33.

Table 6.33

One Way Analysis of Variance among the Various Age Groups of Coaches working at Government and Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

S. No	Organizations	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	309.323	2	154.661	G1=35.20 G2=31.65 G3=29.40	2.850
		Within Groups	6403.371	118	54.266		P > 0.05 Not Significant
2	Private Sector	Between Groups	93.561	2	46.780	G1=27.76 G2=25.40 G3=25.08	2.174
		Within Groups	2496.423	116	21.521		P > 0.05 Not Significant

G1= 25-30 Years

G2= 31-40 Years

G3= Above 40 Years

It is evident from the table 6.33 that there is no significant difference among the various age groups of coaches working at government sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is rejected.

Further, it is also clear from the table 6.33 that there is no significant difference among the various age groups of the coaches working at private sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is rejected.

6.7.7 The Role of Marital Status of coaches working at Government and Private Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities

H_{1 25}: There is a significant difference between the marital status of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities.

For finding out the degree of difference between marital status of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.34.

Table 6.34

't' test between the Marital Status of Coaches working at Government and Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

S.No	Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.19 P > 0.05 Not Significant
	Married	114	31.13	7.49	
	Unmarried	7	31.71	7.69	
2.	Private Sector	119			t = 0.67 P > 0.05 Not Significant
	Married	107	25.71	4.62	
	Unmarried	12	24.75	5.36	

The table 6.34 clearly shows that there is no significant difference between marital status of coaches working at government sector organizations with regard to safe and healthy working conditions and therefore H_1 is rejected.

Further, it is also clear from the table 6.34 that there is no significant difference between marital status of coaches working at private sector organizations with regard to safe and healthy working conditions and therefore H_1 is rejected.

6.7.8 The Role of Experience of the Coaches working at Government and Private Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities

H_{126} : There is a significant difference between the various experience level of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities.

The researcher has used one way analysis of variance to find out the degree of difference between the various experience level of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities. The results are presented in the table 6.35.

Table 6.35

One Way Analysis of Variance among the Various Experience Level of Coaches working at Government and Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	295.009	3	98.336	G1=35.18 G2=32.03	1.793
		Within Groups	6417.685	117	54.852	G3=30.90 G4=29.76	P > 0.05 Not Significant
2	Private Sector	Between Groups	121.353	3	40.451	G1=28.07 G2=24.77	1.884
		Within Groups	2468.630	115	21.466	G3=25.40 G4=26.09	P > 0.05 Not Significant

G1= Below 1 Year G2= 1 to 5 Years G3= 6 to 10 years G4=10 Years and Above

The table 6.35 shows that there is no significant difference between the various experience level of coaches working at government sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is rejected.

Further, the table 6.35 reveals that there is no significant difference between the various experience level of coaches working at private sector organizations with regard to immediate opportunity to use and develop human capacities and hence H_1 is rejected.

6.7.9 The Role of Monthly Income of Coaches working at Government and Private Sector Organizations on Immediate Opportunity to Use and Develop Human Capacities

$H_{1\ 27}$: There is a significant difference between the various monthly income level of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities.

For finding out the degree of difference between the various monthly income of coaches working at government and private sector organizations with regard to immediate opportunity to use and develop human capacities, the researcher has used one way analysis of variance to test the hypothesis and the results are presented in the table 6.36.

Table 6.36

One Way Analysis of Variance among the Monthly Income of Coaches working at Government and Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

S.No	Age Groups	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	---	---	---	---	0.00
		Within Groups	---	---	---		0.00
2	Private Sector	Between Groups	218.51	2	109.25	G1=28.67 G2=25.87 G3=24.00	5.16*
		Within Groups	2242.51	106	21.15		P < 0.05 Significant

* Significant at 0.05 level df 2, 106 = 3.08

G1= Upto Rs.15,000/- G2= Rs.15,000/- Rs.20,000/- G3= Above Rs. 20,000/-

Since, all the coaches working in the government sector organizations have monthly income above Rs.20,000/- . Hence, no statistical techniques were applied.

Table 6.36 shows that there is a significant difference between the various monthly income level of coaches working at private sector organizations with regard to immediate opportunity to use and develop human capacities and therefore H_1 is accepted. Further, the mean score reveals that coaches belong to monthly income group upto Rs. 15,000 have high satisfaction level than other groups.

6.8 ANALYSIS RELATED TO COACHES' OPINION ON OPPORTUNITY FOR CONTINUED GROWTH AND SECURITY:

The researcher has formulated the following hypothesis in order to find out whether there is a significant difference in the opinion of coaches with regard to opportunity for continued growth and security which is one among the dimension of quality of work life.

Hypothesis 4:

There is a significant difference among coaches' opinion with regard to opportunity for continued growth and security.

The researcher has used suitable statistical tools for testing the above hypothesis with regard to opportunity for continued growth and security. They are discussed below:

6.8.1 One Way Analysis of Variance among Coaches working at different Organizations on Opportunity for Continued Growth and Security:

H_{1 28}: There is a significant difference among coaches working at different organization with regard to immediate opportunity to use and develop human capacities.

The coaches' opinion with regard to opportunity for continued growth and security is analyzed using one way analysis of variance to find out the degree of difference among coaches working at different organizations. The results are given in the table 6.37.

Table 6.37**One Way Analysis of Variance among Coaches working at different Organizations with regard Opportunity for Continued Growth and Security.**

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	5	3994.07	798.81	G1=8.92 G2=6.43 G3=8.85 G4=7.36	F=13.60* P<0.05 Significant
2.	Within Groups	234	13742.09	58.72	G5=6.67 G6=5.85	

*p < 0.05 Table F, df (5, 234) at (0.05) = 2.25

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

G4= Sports Academies

G5= Sports Clubs

G6 = Educational Institutions

It is evident from the table 6.37 that there is a significant difference among coaches working at different organizations with regard to opportunity for continued growth and security and therefore H_1 is accepted. Further, the mean score reveals that the coaches working at SDAT and SAI are found to be more inclined towards opportunity for continued growth and security.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to opportunity for continued growth and security. The test results are shown in the table 6.38.

Table 6.38

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Different Organizations with regard to Opportunity for Continued Growth and Security

SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
36.76	29.95	---	---	---	---	6.81	8.26
36.76	---	37.16	---	---	---	0.40	8.26
36.76	---	---	27.22	---	---	9.54*	8.26
36.76	---	---	---	29.55	---	7.21	8.26
36.76	---	---	---	---	28.82	7.94	8.26
---	29.95	37.16	---	---	---	7.21	8.26
---	29.95	---	27.22	---	---	2.73	8.26
---	29.95	---	---	29.55	---	0.40	8.26
---	29.95	---	---	---	28.82	1.13	8.26
---	---	37.16	27.22	---	---	9.94*	8.26
---	---	37.16	---	29.55	---	7.61	8.26
---	---	37.16	---	---	28.82	8.34*	8.26
---	---	---	27.22	29.55	---	2.33	8.26
---	---	---	27.22	---	28.82	1.60	8.26
---	---	---	---	29.55	28.82	0.73	8.26

*p < 0.05, Confidence interval value (0.05) = 8.26

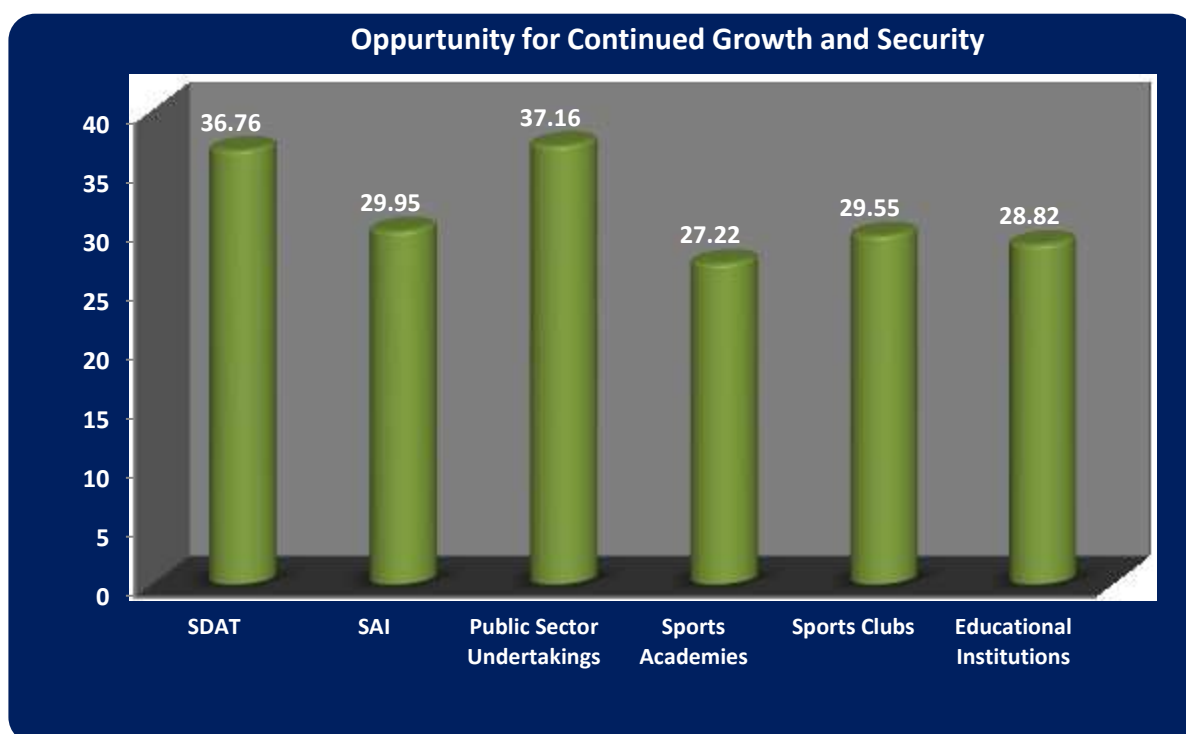
From the table 6.38, it is confirmed that the mean difference values between the groups of coaches from Public Sector Undertakings and Sports Academies is 9.94, SDAT and Sports Academies is 9.44 and Public Sector Undertakings and Sports Academies is 8.34 are greater than the confidence interval value of 8.11 which shows that coaches working at these organizations have high satisfaction level with regard to opportunity for continued growth and security.

It is also observed from the table 6.38 that the mean difference values between the other groups of coaches are lesser than the confidence interval value is 8.11 which shows that coaches working at these organizations have low satisfaction level with regard to opportunity for continued growth and security.

The mean values of the opinion of coaches on immediate opportunity to use and develop human capacities are graphically presented in figure 6.4

Figure 6.4

Graphical Depiction of the comparison of the Means of Opinion of Coaches with regard to Opportunity for Continued Growth and Security



6.8.2 One Way Analysis of Variance among Coaches working at Government Sector Organizations on Opportunity for Continued Growth and Security:

H_{1 29} : There is a significant difference among coaches working at government organization with regard to opportunity for continued growth and security.

The coaches' opinion with regard to opportunity for continued growth and security is analysed using one way analysis of variance to find out the degree of difference among coaches working at government organizations. The results are given in the table 6.39.

Table 6.39

One Way Analysis of Variance among Coaches working at Government Sector Organizations with regard to Opportunity for Continued Growth and Security

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	812.56	406.28	G1=8.92 G2=6.43 G3=8.85	F=5.55* P<0.05 Significant
2.	Within Groups	118	8633.48	73.16		

*p < 0.05 Table F, df (2, 118) at (0.05) = 3.07

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

It is inferred from the table 6.39 that there is a significant difference among coaches working at government sector organizations with regard to opportunity for continued growth and security and therefore H₁ is accepted. Further, the mean score reveals that the coaches working at SDAT and SAI are found to be more inclined towards opportunity for continued growth and security.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the group of coaches with regard to opportunity for continued growth and security. The test results are shown in the table 6.40

Table 6.40

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Government Sector Organizations with regard to Opportunity for Continued Growth and Security

SDAT	SAI	Public Sector Undertakings	Mean Difference	CI
36.76	29.95	---	6.81*	6.46
36.76	---	37.16	0.40	6.46
---	29.95	37.16	7.21*	6.46

It is clear from the table 6.40 that the mean difference values between the group of Coaches SAI and Public Sector Undertakings is 7.21 and SDAT and SAI is 6.81 which are greater than the confidence interval value of 6.46, which shows that coaches working at these organizations have high satisfaction level with regard to opportunity for continued growth and security.

It is also observed from the table 6.40 that the mean difference values between the other groups of coaches are lesser than the confidence interval value of 5.19, which shows that the coaches working at these organizations have low satisfaction level with regard to immediate opportunity for continued growth and security.

6.8.3 One Way Analysis of Variance among Coaches working at Private Sector Organizations on Opportunity for Continued Growth and Security

H_{130} : There is a significant difference among coaches working at private sector organizations with regard to opportunity for continued growth and security.

The coaches' opinion with regard to opportunity for continued growth and security is analysed using one way analysis of variance to find out the degree of difference among coaches working at private organizations. The results are given in the table 6.41

Table 6.41

One Way Analysis of Variance among Coaches working at Private Sector Organizations with regard to Opportunity for Continued Growth and Security

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	109.83	54.91	G1=7.36 G2=6.67	F=1.24 P<0.05
2.	Within Groups	116	5108.60	44.04	G3=5.85	Not Significant

G1= Sports Academies G2= Sports Clubs G3= Educational Institution

It is found from the table 6.41 that there is no significant difference among coaches working at private sector organizations with regard to opportunity for continued growth and security and therefore H_1 is rejected.

6.8.4 Mean difference between Coaches working at Government and Private Sector Organizations on Opportunity for Continued Growth and Security

$H_{1\ 31}$: There is a significant difference between coaches working at government and private sector organizations with regard to opportunity for continued growth and security.

The coaches' opinion with regard to opportunity for continued growth and security is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.42

Table 6.42

't' test between Coaches working at Government and Private Sector Organizations with regard to Opportunity for Continued Growth and Security

S.No	Organizations	N	\bar{X}	Mean Difference	SD	't' Ratio
1.	Government Sector	121	35.76	7.16	1.01	7.06* P<0.05 Significant
2.	Private Sector	119	28.60			

* Significant at 0.05 level

It is evident from the table 6.42 that there is a significant mean difference among coaches working at government and private sector organizations with regard to opportunity for continued growth and security and therefore H_1 is accepted. Further, the mean score reveals that the coaches working at government sector organizations are more inclined towards opportunity for continued growth and security

6.8.5 The Role of Gender of Coaches working at Government and Private Sector Organizations on Opportunity for Continued Growth and Security

H_{132} : There is a significant difference between the gender of coaches working at government and private sector organizations with regard to opportunity for continued growth and security.

The coaches' opinion with regard to opportunity for continued growth and security is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.43

Table 6.43

't' test between the Gender of Coaches working at Government and Private Sector Coaches with regard to Opportunity for Continued Growth and Security

S.No	Organizations & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.60 P > 0.05 Not Significant
	Male	106	35.94	9.09	
	Female	15	34.46	7.21	
2.	Private Sector	119			t = 0.27 P > 0.05 Not Significant
	Male	106	28.54	6.79	
	Female	13	29.07	5.57	

It is clear from the table 6.43 that there is no significant difference between the gender of coaches working at government sector organizations with regard to opportunity for continued growth and security and therefore H_1 is rejected.

Further, it is also pointed out from the table 6.43 that there is no significant difference between the gender of coaches working at private sector organizations with regard to opportunity for continued growth and security and therefore H_1 is rejected.

6.8.6 The Role of Age of the Coaches working at Government and Private Sector Organizations on Opportunity for Continued Growth and Security

H_{133} : There is a significant difference among the various age groups of coaches working at government and private sector organizations with regard to opportunity for continued growth and security.

The researcher has used one way analysis of variance to find out the degree of difference among the various age groups of coaches working at government and private sector organizations with regard to opportunity for continued growth and security. The results are presented in the table 6.44.

Table 6.44

One Way Analysis of Variance among the Various Age Groups of Coaches working at Government and Private Sector Organizations with regard to Opportunity for Continued Growth and Security

S. No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	487.101	2	243.550	G1=37.90 G2=37.11	3.208*
		Within Groups	8958.949	118	75.923	G3=33.02	P < 0.05 Significant
2	Private Sector	Between Groups	234.21	2	117.10	G1=34.23 G2=28.07	6.25*
		Within Groups	2172.5	116	18.72	G3=28.80	P < 0.05 Significant

*Significant at 0.05 level with df 2, 118 and df 2,116 = 3.07

G1= 25-30 Years

G2= 31-40 Years

G3= Above 40 Years

It is evident from the table 6.44 that there is a significant difference among the various age groups of coaches working at government sector organizations with regard to opportunity for continued growth and security and therefore H_1 is accepted. It is reveals from the means score that coaches working at government sector organizations belong to age group of 25 to 30 years have high satisfaction level than other groups.

It is also found from the table 6.44 that there is significant difference among the various age groups of coaches working at private sector organizations with regard to opportunity for continued growth and security and therefore H_1 is accepted. Further, the mean score reveals that coaches belong to age group of 25 to 30 years have high satisfaction level than other groups.

6.8.7 The Role of Marital Status of Coaches working at Government and Private Sector Organizations on Opportunity for Continued Growth and Security

H_{134} : There is a significant difference between the marital status of coaches working at government and private sector organizations with regard to opportunity for continued growth and security.

For finding out the degree of difference between marital status of coaches working at government and private sector organizations with regard to opportunity for continued growth and security, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.45.

Table 6.45
't' test between the Marital Status of Coaches working at Government and Private Sector Organizations with regard to Opportunity for Continued Growth and Security

S.No	Organizations & Marital Status	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 1.30 P > 0.05 Not Significant
	Married	114	35.50	9.03	
	Unmarried	7	40.00	3.91	
2.	Private Sector	119			t = 0.44 P > 0.05 Not Significant
	Married	107	28.51	6.76	
	Unmarried	12	29.41	5.68	

The table 6.45 clearly shows that there is no significant difference between marital status of coaches working at government sector organizations with regard to opportunity for continued growth and security and therefore H₁ is rejected.

Further, it is also clear from the table 6.45 that there is no significant difference between marital status of coaches working at private sector organizations with regard to opportunity for continued growth and security and hence H₁ is rejected.

6.8.8 The Role of Experience of Coaches working at Government and Private Sector Organizations on Opportunity for Continued Growth and Security

H_{1 35}: There is a significant difference between the various experience level of coaches working at government and private sector organizations with regard to opportunity for continued growth and security.

The researcher has used one way analysis of variance to find out the degree of difference between the various experience level of coaches working at government and private sector organizations with regard to opportunity for continued growth and security. The results are presented in the table 6.46.

Table 6.46

One Way Analysis of Variance among the Various Experience Level of Coaches working at Government and Private Sector Organizations with regard to Opportunity for Continued Growth and Security

S.No	Organizations	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	545.612	3	181.871	G1=38.54 G2=38.03	2.391
		Within Groups	8900.438	117	76.072	G3=36.06 G4=33.26	P > 0.05 Not Significant
2	Private Sector	Between Groups	105.556	3	35.185	G1=28.84 G2=28.10	0.791
		Within Groups	5112.881	115	44.460	G3=27.66 G4=30.09	P > 0.05 Not Significant

G1= Below 1 Year

G2= 1 to 5 Years

G3= 6 to 10 years

G4=10 Years and Above

The table 6.46 shows that there is no significant difference between the various experience level of coaches working at government sector organizations with regard to opportunity for continued growth and security and therefore H_1 is rejected.

Further, the table 6.46 shows that there is no significant difference between the various experience level of the Coaches working at private sector organizations with regard to opportunity for continued growth and security and hence H_1 is rejected.

6.8.9 The Role of Monthly Income of Coaches working at Government and Private Sector Organizations on Opportunity for Continued Growth and Security

H_{136} : There is a significant difference between the various monthly income level of coaches working at government and private sector organizations with regard to opportunity for continued growth and security.

For finding out the degree of difference between the various monthly income of coaches working at government and private sector organizations with regard to opportunity for continued growth and security, the researcher has used one way analysis of variance to test the hypothesis and the results are presented in the table 6.47.

Table 6.47

One Way Analysis of Variance among the Monthly Income of Coaches working at Government and Private Sector Organizations with regard to Opportunity for Continued Growth and Security

S. No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	---	---	---	---	0.00
		Within Groups	---	---	---		0.00
2	Private Sector	Between Groups	32.95	2	16.476	G1=27.77 G2=28.68 G3=30.16	0.355
		Within Groups	4926.31	106	46.475		P > 0.05 Not Significant

G1= Upto Rs.15,000/-

G2= Rs.15,000/- to Rs.20,000/-

G3= Above Rs. 20,000/-

Since, all the coaches working in the government sector is having monthly income above Rs.20,000/- . Hence, no statistical techniques were applied.

It is evident from the able 6.47 that there is no significant difference between the various monthly income level of coaches working at private sector organizations with regard to opportunity for continued growth and security and therefore H_1 is rejected.

6.9 ANALYSIS RELATED TO COACHES' OPINION ON SOCIAL INTEGRATION IN THE WORK ORGANIZATION

The researcher has formulated the following hypothesis in order to find out whether there is a significant difference in the opinions of coaches with regard to social integration in the work organization which is one among the dimension of quality of work life.

Hypothesis 5:

There is a significant difference among coaches' opinion with regard to social integration in the work organization.

The researcher has used suitable statistical tools for testing the above hypothesis with regard to social integration in the work organization. They are discussed below:

6.9.1 Analysis of Variance among Coaches working at different Organizations on Social Integration in the Work Organization:

H_{137} : There is a significant difference among coaches working at different organization with regard to social integration in the work organization.

The coaches' opinion with regard to social integration in the work organization is analyzed using one way analysis of variance to find out the degree of difference among coaches working at different organizations. The results are given in the table 6.48.

Table 6.48

One Way Analysis of Variance among Coaches working at different Organizations With regard to Social Integration in the Work Organization

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	5	10754.35	2150.87	G1=9.55 G2=5.88 G3=9.99 G4=5.63	F=35.06* P<0.05 Significant
2.	Within Groups	234	14353.24	61.33	G5=6.26 G6=6.38	

*p < 0.05 Table F, df (5, 234) at (0.05) = 2.25

G1= SDAT G2= SAI G3= Public Sector Undertakings
G4= Sports Academies G5= Sports Clubs G6 = Educational Institutions

It is evident from the table 6.48 that there is a significant difference among coaches working at different organizations with regard to social integration in the work organization and therefore H1 is accepted. Further, the mean score reveals that the coaches working at public sector undertakings and SDAT are found to be more inclined towards social integration in the work organization

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to social integration in the work organization. The test results are shown in the table 6.49.

Table 6.49

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions Coaches working at Different Organizations with regard to Social Integration in the Work Organization

SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
49.46	36.75	---	---	---	---	12.71*	10.80
49.46	---	48.83	---	---	---	0.63	10.80
49.46	---	---	35.55	---	---	13.91*	10.80
49.46	---	---	---	35.23	---	14.23*	10.80
49.46	---	---	---	---	35.82	13.64*	10.80
---	36.75	48.83	---	---	---	12.08*	10.80
---	36.75	---	35.55	---	---	1.20	10.80
---	36.75	---	---	35.23	---	1.52	10.80
---	36.75	---	---	---	35.82	0.93	10.80
---	---	48.83	35.55	---	---	13.28*	10.80
---	---	48.83	---	35.23	---	13.60*	10.80
---	---	48.83	---	---	35.82	13.01*	10.80
---	---	---	35.55	35.23	---	0.32	10.80
---	---	---	35.55	---	35.82	0.27	10.80
---	---	---	---	35.23	35.82	0.59	10.80

* $p < 0.05$, Confidence interval value (0.05) = 10.80

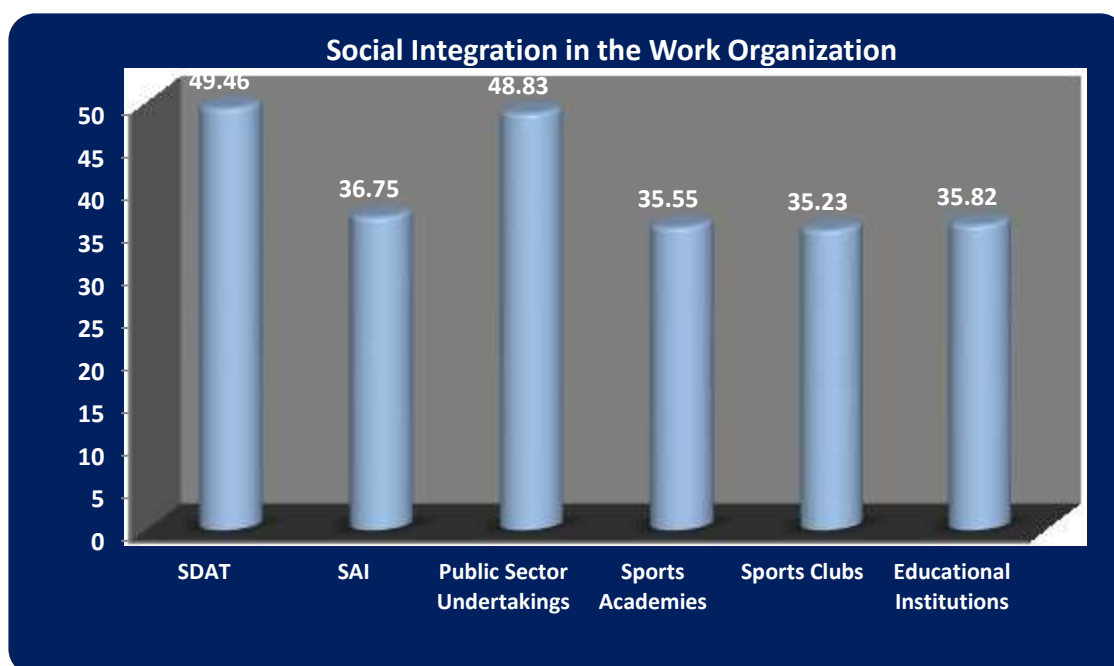
From the table 6.49, it is confirmed that the mean difference values between the groups of coaches from SDAT and SAI is 12.71, SDAT and Public Sector Undertakings is 13.91, SDAT and Sports Clubs is 14.23, SDAT and Educational Institutions is 13.64, SAI and Public Sector Undertakings is 12.08, Public Sector Undertakings and Sports Academies is 13.28, Public Sector Undertakings and Sports Clubs is 13.60, Public Sector Undertakings and Educational Institutions is 13.01 which are greater than the confidence interval value of 10.80 which shows that coaches working at these organizations have high satisfaction level with regard to social integration in the work organization.

It was also observed from the table 6.49 that the mean difference values between the other groups of coaches which are lesser than the confidence interval value of 10.80 which shows that the coaches working at these organizations have low satisfaction level with regard to social integration in the work organization.

The mean values of the opinions of coaches on social integration in the work organization are graphically presented in figure 6.5

Figure 6.5

Graphical Depiction of the comparison of the Means of Opinion of Coaches on Social Integration in the Work Organization



6.9.2 One Way Analysis of Variance among Coaches working at Government Sector Organizations on Social Integration in the Work Organization

H_{138} : There is a significant difference among coaches working at government organizations with regard to social integration in the work organization.

The coaches' opinion with regard to social integration in the work organization is analysed using one way analysis of variance to find out the degree of difference among coaches working at government organizations. The results are given in the table 6.50.

Table 6.50

One Way Analysis of Variance among Coaches working at Government Sector Organizations with regard to Social Integration in the Work Organization

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	2612.45	1306.22	G1=9.55 G2=5.88 G3=9.99	F=15.41* P<0.05 Significant
2.	Within Groups	118	10000.90	84.75		

*p < 0.05 Table F, df (2, 118) at (0.05) = 3.07

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

It is inferred from the table 6.50 that there is a significant difference among coaches working at government sector organizations with regard to social integration in the work organization and therefore H1 is accepted. Further, it is also observed that the mean score reveals that coaches working at public sector undertakings and SDAT are found to be more inclined towards social integration in the work organization.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to social integration in the work organization. The test results are shown in the table 6.51

Table 6.51

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Government Sector Organizations with regard to on Social Integration in the Work Organization

SDAT	SAI	Public Sector Undertakings	Mean Difference	CI
49.46	36.75	---	12.71*	6.96
49.46	---	48.83	0.63	6.96
---	36.75	48.83	12.08*	6.96

It is clear from the table 6.51 that the mean difference values between the groups of coaches from SDAT and SAI is 12.71 and SAI and Public Sector Undertakings is 12.08 which are greater than the confidence interval value of 6.96 which shows that the coaches working at these organizations high satisfaction level with regard to social integration in the work organization.

It is also observed from the table 6.51 that the mean difference values between the other groups of coaches are lesser than the confidence interval value of 6.96, which shows that coaches working at these organizations have low satisfaction level with regard to social integration in the work organization.

6.9.3 One Way Analysis of Variance among Coaches working at Private Sector Organizations on Social Integration in the Work Organization

H₁₃₉: There is a significant difference among coaches working at private sector organization with regard to social integration in the work organization.

The coaches' opinion with regard to social integration in the work organization is analysed using one way analysis of variance to find out the degree of difference among coaches working at private sector organizations. The results are given in the table 6.52

Table 6.52

One Way Analysis of Variance among Coaches working at Private Sector Organizations with regard to Social Integration in the Work Organization

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	7.30	3.65	G1=5.63 G2=6.26 G3=6.38	F=0.09 P<0.05
2.	Within Groups	116	4352.33	37.52		Not Significant

G1= Sports Academies

G2= Sports Clubs

G3= Educational Institution

It is found from the table 6.52 that there is no significant difference among coaches working at private sector organizations with regard to social integration in the work organization and therefore H_1 is rejected.

6.9.4 Mean difference between Coaches working at Government and Private Sector Organizations on Social Integration in the Work Organization:

H_{140} : There is a significant difference between coaches working at government and private sector organizations with regard to social integration in the work organization.

The coaches' opinion with regard to social integration in the work organization is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.53

Table 6.53

't' test between the Coaches working at Government and Private Sector Organizations with regard to Social Integration in the Work Organization

S.No	Organizations	N	\bar{X}	Mean Difference	SD	't' Ratio
1.	Government Sector	121	47.17	11.65	1.09	10.68* P<0.05 Significant
2.	Private Sector	119	35.52			

* Significant at 0.05 level

It is evident from the table 6.53 that there is a significant mean difference among coaches working at government and private sector organizations with regard to social integration in the work organization and therefore H_1 is accepted. Further, it is also reveals from the mean score that the coaches working at government sector organizations are found to be more inclined towards social integration in the work organization.

6.9.5 The Role of Gender of Coaches working at Government and Private Sector Organizations on Social Integration in the Work Organization:

$H_{1\ 41}$: There is a significant difference between the gender of coaches working at government and private sector organizations with regard to social integration in the work organization.

The coaches' opinion with regard to social integration in the work organization is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.54

Table 6.54

't' test between the Gender of Coaches working at Government and Private Sector Organizations with regard to Social Integration in the Work Organization:

S.No	Organizations & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.57 P > 0.05 Not Significant
	Male	106	46.97	10.16	
	Female	15	48.60	11.12	
2.	Private Sector	119			t = 2.01 P > 0.05 Not Significant
	Male	106	35.54	6.08	
	Female	13	38.69	5.25	

It is clear from the table 6.54 that there is no significant mean difference between the gender of coaches working at government organizations with regard to social integration in the work organization and therefore H_1 is rejected.

Further, it is also observed from the table 6.54 that there is no significant difference between the gender of coaches working at private sector organizations with regard social integration in the work organization and hence H_1 is rejected.

6.9.6 The Role of Age of Coaches working at Government and Private Sector Organizations on Social Integration in the Work Organization:

H_{142} : There is a significant difference among the various age groups of coaches working at government and private sector organizations with regard to social integration in the work organization.

The researcher has used one way analysis of variance to find out the degree of difference among the various age groups of coaches working at government and private sector organizations with regard to social integration in the work organization.

The results are presented in the table 6.55.

Table 6.55

One Way Analysis of Variance among the Various Age Groups of Coaches working at Government and Private Sector Organizations with regard to Social Integration in the Work Organization

S.No	Organizations	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	205.033	2	102.517	G1=51.50 G2=46.71 G3=46.90	0.975
		Within Groups	12408.322	118	105.155		P > 0.05 Not Significant
2	Private Sector	Between Groups	16.121	2	8.060	G1=35.11 G2=35.91 G3=35.20	0.215
		Within Groups	4343.526	116	37.444		P > 0.05 Not Significant

G1= 25-30 Years

G2= 31-40 Years

G3= Above 40 Years

It is evident from the table 6.55 that there is a significant difference among the various age groups of coaches working at government sector organizations with regard to social integration in the work organization and therefore H₁ is rejected.

Further, it is also clear from the table 6.55 that there is no significant difference among the various age groups of coaches working at private sector organizations with regard to social integration in the work organization and hence H₁ is rejected.

6.9.7 The Role of Marital Status of Coaches working at Government and Private Sector Organizations on Social Integration in the Work Organization:

H_{1 43}: There is a significant difference between the marital status of coaches working at government and private sector organizations with regard to social integration in the work organization.

For finding out the degree of difference between marital status of coaches working at government and private sector organizations with regard to social integration in the work organization, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.56.

Table 6.56

't' test between the Marital Status of Coaches working at Government and Private Sector Organizations with regard to Social Integration in the Work Organization

S.No	Organizations & Marital Status	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.67 P > 0.05 Not Significant
	Married	114	47.01	10.26	
	Unmarried	7	49.71	10.41	
2.	Private Sector	119			t = 2.79* P < 0.05 Significant
	Married	107	34.23	4.34	
	Unmarried	12	38.50	5.43	

* Significant at 0.05 level

The table 6.56 clearly shows that there is no significant difference between marital status of coaches working at government sector organizations with regard to social integration in the work organization and therefore H_1 is rejected.

Further, it is also clear from the table 6.56 that there is a significant difference between marital status of coaches working at private sector organizations with regard to social integration in the work organization and hence H_1 is accepted. Further, the mean score reveals that unmarried coaches have high satisfaction level than married coaches.

6.9.8 The Role of Experience of Coaches working at Government and Private Sector Organizations on Social Integration in the Work Organization:

$H_{1\ 44}$: There is a significant difference between the various experience level of Coaches working at government and private sector organizations with regard to social integration in the work organization.

The researcher has used one way analysis of variance to find out the degree of difference between the various experience level of coaches working at government and private sector organizations with regard to social integration in the work organization. The results are presented in the table 6.57.

Table 6.57

One Way Analysis of Variance among the Various Experience Level of Coaches working at Government and Private Sector Organizations with regard to Social Integration in the Work Organization

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	305.944	3	101.981	G1=50.63 G2=48.42	0.969
		Within Groups	12307.411	117	105.192	G3=45.25 G4=46.73	P > 0.05 Not Significant
2	Private Sector	Between Groups	30.904	3	10.301	G1=36.30 G2=35.83	0.274
		Within Groups	4328.743	115	37.641	G3=34.70 G4=35.45	P > 0.05 Not Significant

G1= Below 1 Year G2= 1 to 5 Years G3= 6 to 10 years G4=10 Years and Above

The table 6.57 shows that there is no significant difference between the various experience levels of coaches working at government sector organizations with regard to social integration in the work organization and therefore H_1 is rejected.

Further, the table 6.57 shows that there is no significant difference between the various experience levels of coaches working at private sector organizations with regard to social integration in the work organization and hence H_1 is rejected.

6.9.9 The Role of Monthly Income of Coaches working at Government and Private Sector Organizations on Social Integration in the Work Organization:

H_{145} : There is a significant difference between the various monthly income level of coaches working at government and private sector organizations with regard to social integration in the work organization.

For finding out the degree of difference between the various monthly income of coaches working at government and private sector organizations with regard to social integration in the work organization, the researcher has used one way analysis of variance to test the hypothesis and the results are presented in the table 6.58.

Table 6.58

One Way Analysis of Variance among the Monthly Income of Coaches working at Government and Private Sector Organizations with regard to Social Integration in the Work Organization

S.No	Organizations	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	---	---	---	---	0.00
		Within Groups	---	---	---		0.00
2	Private Sector	Between Groups	69.459	2	34.730	G1=35.66 G2=35.52 G3=38.08	0.984
		Within Groups	3742.871	106	35.310		P > 0.05 Not Significant

G1= Upto Rs.15,000/- G2= Rs.15,000/- Rs.20,000/- G3= Above Rs. 20,000/-

Since, all the coaches working in the government sector organizations have monthly income of above Rs.20,000/- , there is no statistical techniques are applied for finding out the mean difference.

It is evident from the table 6.58 that there is no significant difference between the various monthly income levels of coaches working at private sector organizations with regard to social integration in the work organization and therefore H_1 is rejected.

6.10 ANALYSIS RELATED TO COACHES' OPINION ON CONSTITUTIONALISM IN THE WORK ORGANIZATION

The researcher has formulated the following hypothesis in order to find out whether there is a significant difference in the opinions of coaches with regard to constitutionalism in the work organization which is one among the dimension of quality of work life.

Hypothesis 6:

There is a significant difference among coaches' opinion with regard to constitutionalism in the work organization.

The researcher has used suitable statistical tools for testing the above hypothesis with regard to constitutionalism in the work organization. They are discussed below:

6.10.1 One Way Analysis of Variance among Coaches working at different Organizations on Constitutionalism in the Work organization:

H_{1 46}: There is a significant difference among coaches working at different organization with regard to social integration in the work organization.

The coaches' opinion with regard to constitutionalism in the work organization is analyzed using one way analysis of variance to find out the degree of difference among coaches working at different organizations. The results are given in the table 6.59.

Table 6.59

One Way Analysis of Variance among Coaches working at different Organizations with regard to Constitutionalism in the Work organization

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	5	1319.21	263.84	G1=2.99 G2=2.52 G3=2.92 G4=2.49	F=37.22* P<0.05 Significant
2.	Within Groups	234	1658.63	7.08	G5=2.33 G6=2.35	

*p < 0.05 Table F, df (5, 234) at (0.05) = 2.25

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

G4= Sports Academies

G5= Sports Clubs

G6 = Educational Institutions

It is evident from the table 6.59 that there is a significant difference among coaches working at different organizations with regard to constitutionalism in the work organizations and therefore H1 is accepted. Further, it is also reveals from the mean score that the coaches working at SDAT and Public Sector Undertakings are found to be more inclined towards social integration in the work organization

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to social integration in the work organization. The test results are shown in the table 6.60.

Table 6.60

Scheffe's Post Hoc Test of Significance and Difference among the Means of Coaches working at Different Organizations with regard to Constitutionalism in the Work organization:

SDAT	SAI	Public Sector	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
17.29	12.80	---	---	---	---	4.49*	3.67
17.29	---	17.75	---	---	---	0.46	3.67
17.29	---	---	12.61	---	---	4.68*	3.67
17.29	---	---	---	12.39	---	4.90*	3.67
17.29	---	---	---	---	13.20	4.09*	3.67
---	12.80	17.75	---	---	---	4.95*	3.67
---	12.80	---	12.61	---	---	0.19	3.67
---	12.80	---	---	12.39	---	0.41	3.67
---	12.80	---	---	---	13.20	0.40	3.67
---	---	17.75	12.61	---	---	5.14*	3.67
---	---	17.75	---	12.39	---	5.36*	3.67
---	---	17.75	---	---	13.20	4.55*	3.67
---	---	---	12.61	12.39	---	0.22	3.67
---	---	---	12.61	---	13.20	0.59	3.67
---	---	---	---	12.39	13.20	0.81	3.67

* $p < 0.05$, Confidence interval value (0.05) = 3.67

From the above table 6.60, it is observed that the mean difference values between the group of coaches from SDAT and SAI is 4.49, SDAT and Sports Academies is 4.68, SDAT and Sports Clubs is 4.90, SDAT and Educational Institutions is 4.09, SAI and Public Sector Undertakings is 4.95, Public Sector Undertakings and Sports Academies is 5.14, Public Sector Undertakings and Sports Clubs is 5.36, Public Sector Undertakings and Educational Institutions is 4.55 are greater than the confidence interval value of 3.67 which shows that coaches working at these organizations have high satisfaction level with regard to constitutionalism in the work organization.

It is also observed from the table 6.60 that the mean difference values between the other groups of coaches are lesser than the confidence interval value of 3.67 which shows that the coaches working at these organizations have low satisfaction level with regard to social integration in the work organization.

The mean values of the opinions of coaches on social integration in the work organization are graphically presented in figure 6.6.

Figure 6.6

Graphical Depiction of the comparison of the Means of Opinions of Coaches with regard to Constitutionalism in the Work organization



6.10.2 One Way Analysis of Variance among Coaches working at Government Sector Organizations on Constitutionalism in the Work organization:

H_{147} : There is a significant difference among coaches working at government organization with regard to constitutionalism in the work organization.

The coaches' opinion with regard to constitutionalism in the work organization is analysed using one way analysis of variance to find out the degree of difference among coaches working at government organizations. The results are given in the table 6.61.

Table 6.61**One Way Analysis of Variance among Coaches working at Government Sector Organizations with regard to Constitutionalism in the Work organization:**

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	366.67	183.33	G1=2.99 G2=2.52 G3=2.92	F=21.73* P<0.05 Significant
2.	Within Groups	118	995.39	8.43		

*p < 0.05 Table F, df (2, 118) at (0.05) = 3.07

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

It is inferred from the table 6.61 that there is a significant difference among coaches working at government sector organizations with regard to constitutionalism in the work organization and therefore H1 is accepted. Further, it is also observed from the mean score that the coaches working at SDAT and Public Sector Undertakings are found to be more inclined towards constitutionalism in the work organization.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to constitutionalism in the work organization. The test results are shown in the table 6.62

Table 6.62

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Government Sector Organizations with regard to Constitutionalism in the Work organization

SDAT	SAI	Public Sector Undertakings	Mean Difference	CI
17.29	12.80	---	4.49*	2.19
17.29	---	17.75	0.46	2.19
---	12.80	17.75	4.95*	2.19

It is evident from the table 6.62 that the mean difference values between the groups of coaches from SAI and Public Sector Undertakings is 4.95 and SDAT and SAI is 4.49 which are greater than the confidence interval value of 2.19, which shows that the coaches working at these organizations have high satisfaction level with regard to constitutionalism in the work organization.

It is also observed from the table 6.62 that the mean difference values between the other groups of coaches are lesser than the confidence interval value of 2.19, which shows that the coaches working at these organizations have low satisfaction level with regard to constitutionalism in the work organization.

6.10.3 One Way Analysis of Variance among Coaches working at Private Sector Organizations on Constitutionalism in the Work organization:

H_{1 48}: There is a significant difference among coaches working at private sector organizations with regard to constitutionalism in the work organization.

The coaches' opinion with regard to constitutionalism in the work organization is analysed using one way analysis of variance to find out the degree of difference among coaches working at private sector organizations. The results are given in the table 6.63.

Table 6.63**One Way Analysis of Variance among Coaches working at Private Sector Organizations with regard to Constitutionalism in the Work organization:**

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	14.16	7.08	G1=2.49 G2=2.33 G3=2.35	F=1.23 P<0.05 Not Significant
2.	Within Groups	116	663.23	5.71		

G1= Sports Academies G2= Sports Clubs G3= Educational Institution

It is found from the table 6.63 that there is no significant difference among coaches working at private sector organizations with regard to social integration in the work organization and therefore H_1 is rejected.

6.10.4 Mean difference between Coaches working at Government and Private Sector Organizations on Constitutionalism in the Work organization:

H_{149} : There is a significant difference between coaches working at government and private sector organizations with regard to constitutionalism in the work organization.

The coaches' opinion with regard to constitutionalism in the work organization is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.64

Table 6.64**'t' test between Coaches working at Government and Private Sector Organizations with regard to Constitutionalism in the Work organization**

S.No	Organizations	N	\bar{X}	Mean Difference	SD	't' Ratio
1.	Government Sector	121	16.68	3.95	0.37	10.46* P<0.05 Significant
2.	Private Sector	119	12.73			

* Significant at 0.05 level

It is evident from the table 6.64 that there is a significant mean difference among coaches working at government and private sector organizations with regard to constitutionalism in the work organization and therefore H_1 is accepted. Further, it is also revealed from the mean score that the coaches working at government sector organizations are found to be more inclined towards constitutionalism in the work organization.

6.10.5 The Role of Gender of Coaches working at Government and Private Sector Organizations on Constitutionalism in the Work organization:

H_{150} : There is a significant difference between the gender of the Coaches working at government and private sector organizations with regard to constitutionalism in the work organization.

The coaches' opinion with regard to constitutionalism in the work organization is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.65.

Table 6.65

't' test between the Gender of Coaches of Government and Private Sector Organizations with regard to Constitutionalism in the Work organization

S.No	Organizations & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.79 P > 0.05 Not Significant
	Male	106	16.59	3.45	
	Female	15	17.33	2.71	
2.	Private Sector	119			t = 0.55 P > 0.05 Not Significant
	Male	106	12.77	2.41	
	Female	13	12.38	2.29	

It is clear from the table 6.65 that there is no significant mean difference between the gender of coaches working at government organizations with regard to constitutionalism in the work organization and therefore H_1 is rejected. .

Further, it is also observed from the table 6.65 that there is no significant difference between the gender of coaches working at private sector organizations with regard constitutionalism in the work organization and hence H_1 is rejected.

6.10.6 The Role of Age of Coaches working at Government and Private Sector Organizations on Constitutionalism in the Work organization:

H_{151} : There is a significant difference among the various age groups of coaches working at government and private sector organizations with regard to constitutionalism in the work organization.

The researcher has used one way analysis of variance to find out the degree of difference among the various age groups of coaches working at government and private sector organizations with regard to social integration in the work organization. The results are presented in the table 6.66.

Table 6.66

One Way Analysis of Variance among the Various Age Groups of Coaches working at Government and Private Sector Organizations with regard to Constitutionalism in the Work Organization

S.No	Organisation	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	11.814	2	5.907	G1=17.70 G2=16.65 G3=16.68	0.516
		Within Groups	1350.252	118	11.443		P > 0.05 Not Significant
2	Private Sector	Between Groups	0.442	2	0.221	G1=12.58 G2=12.77 G3=12.73	0.038
		Within Groups	676.953	116	5.836		P > 0.05 Not Significant

G1= 25-30 Years

G2= 31-40 Years

G3= Above 40 Years

It is evident from the table 6.66 that there is no significant difference among the various age groups of the Coaches working at government sector organizations with regard to constitutionalism in the work organization and therefore H_1 is rejected.

Further, it is also clear from the table 6.66 that there is no significant difference among the various age groups of coaches working at private sector organizations with regard to constitutionalism in the work organizations and hence H_1 is rejected.

6.10.7 The Role of Marital Status of Coaches working at Government and Private Sector Organizations on Constitutionalism in the Work organization:

H_{152} : There is a significant difference between the marital status of coaches working at government and private sector organizations with regard to constitutionalism in the work organization.

For finding out the degree of difference between marital status of coaches working at government and private sector organizations with regard to constitutionalism in the work organization, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.67

Table 6.67
't' test between the Marital Status of Coaches working at Government and Private Sector Organizations with regard to Constitutionalism in the Work organization

S.No	Organization & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.94 P > 0.05 Not Significant
	Married	114	16.61	3.37	
	Unmarried	7	17.85	3.33	
2.	Private Sector	119			t = 0.73 P > 0.05 Not Significant
	Married	107	12.78	2.40	
	Unmarried	12	12.25	2.34	

The table 6.67 clearly shows that there is no significant difference between the marital status of coaches working at government sector organizations with regard to constitutionalism in the work organization and therefore H_1 is rejected.

Further, it is also clear from the table 6.67 that there is no significant difference between the marital status of coaches working at private sector organizations with regard to constitutionalism in the work organization and hence H_1 is rejected.

6.10.8 The Role of Experience of Coaches working at Government and Private Sector Organizations on Constitutionalism in the Work organization:

$H_{1.53}$: There is a significant difference between the various experience level of Coaches working at government and private sector organizations with regard to constitutionalism in the work organization.

The researcher has used one way analysis of variance to find out the degree of difference between the various experience level of coaches working at government and private sector organizations with regard to constitutionalism in the work organization. The results are presented in the table 6.68.

Table 6.68

One Way Analysis of Variance among the Various Experience Level of Coaches working at Government and Private Sector Organizations with regard to Constitutionalism in the Work Organization

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	5.475	3	1.825	G1=17.27 G2=16.78	0.157
		Within Groups	1356.591	117	11.595	G3=16.51 G4=16.58	P > 0.05 Not Significant
2	Private Sector	Between Groups	4.468	3	1.489	G1=13.00 G2=12.87	0.254
		Within Groups	672.927	115	5.852	G3=12.66 G4=12.45	P > 0.05 Not Significant

G1= Below 1 Year G2= 1 to 5 Years G3= 6 to 10 years G4=10 Years and Above

The table 6.68 reveals that there is no significant difference between the various experience levels of coaches working at government sector organizations with regard to constitutionalism in the work organization and therefore H_1 is rejected.

Further, the table 6.68 reveals that there is no significant difference between the various experience levels of coaches working at private sector organizations with regard to constitutionalism in the work organization and hence H_1 is rejected.

6.10.9 The Role of Monthly Income of Coaches working at Government and Private Sector Organizations on Constitutionalism in the Work organization:

H_{154} : There is a significant difference between the various monthly income level of coaches working at government and private sector organizations with regard to constitutionalism in the work organization.

For finding out the degree of difference between the various monthly income of coaches working at government and private sector organizations with regard to constitutionalism in the work organization, the researcher has used one way analysis of variance to test the hypothesis and the results are presented in the table 6.69.

Table 6.69

One Way Analysis of Variance among the Monthly Income of Coaches working at Government and Private Sector Organizations with regard to Constitutionalism in the Work Organization

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	---	---	---	---	0.00
		Within Groups	---	---	---		0.00
2	Private Sector	Between Groups	3.814	2	1.907	G1=13.11 G2=12.61 G3=12.25	0.334
		Within Groups	606.003	106	5.717		P > 0.05 Not Significant

G1= Upto Rs.15,000/-

G2= Rs.15,000/- Rs.20,000/-

G3= Above Rs. 20,000/-

Since, all the coaches working in the government sector organizations have monthly income of above Rs.20,000/- , there is no statistical techniques are applied for finding out the mean difference.

It is evident from the able 6.69 that there is no significant difference between the various monthly income levels of coaches working at private sector organizations with regard to constitutionalism in the work organization and therefore H_1 is rejected.

6.11 ANALYSIS RELATED TO COACHES' OPINION ON WORK AND TOTAL LIFE SPACE

The researcher has formulated the following hypothesis in order to find out whether there is a significant difference in the opinions of coaches with regard to work and total life space which is one among the dimension of quality of work life.

Hypothesis 7:

There is a significant difference among coaches' opinion with regard to work and total life space.

The researcher has used suitable statistical tools for testing the above hypothesis with regard to work and total life space. They are discussed below:

6.11.1 One Way Analysis of Variance among Coaches working at different Organizations on Work and Total Life Space:

H_{155} : There is a significant difference among the coaches working at different organizations with regard to work and total life space.

The coaches' opinion with regard to work and total life space is analyzed using one way analysis of variance to find out the degree of difference among coaches working at different organizations. The results are given in the table 6.70

Table 6.70

One Way Analysis of Variance among Coaches working at different Organizations with regard to Work and Total Life Space

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	5	624.50	124.90	G1=2.42 G2=1.44 G3=2.72 G4=1.86	F=28.12* P<0.05 Significant
2.	Within Groups	234	1039.15	4.44	G5=1.61 G6=1.85	

* $p < 0.05$ Table F, df (5, 234) at (0.05) = 2.25

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

G4= Sports Academies

G5= Sports Clubs

G6 = Educational Institutions

It is evident from the table 6.70 that there is a significant difference among the coaches working at different organizations with regard to work and total life space and therefore H1 is accepted. Further, it is also observed from the mean score that the coaches working at Public Sector Organizations and SDAT are found to be more inclined towards work and total life space.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to work and total life space. The test results are shown in the table 6.71.

Table 6.71

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinions of Coaches working at Different Organizations with regard to Work and Total Life Space:

SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
13.12	10.75	---	---	---	---	2.37	2.90
13.12	---	13.30	---	---	---	0.18	2.90
13.12	---	---	10.27	---	---	2.85	2.90
13.12	---	---	---	9.90	---	3.22*	2.90
13.12	---	---	---	---	9.45	3.67*	2.90
---	10.75	13.30	---	---	---	2.55	2.90
---	10.75	---	10.27	---	---	0.48	2.90
---	10.75	---	---	9.90	---	0.85	2.90
---	10.75	---	---	---	9.45	1.30	2.90
---	---	13.30	10.27	---	---	3.03*	2.90
---	---	13.30	---	9.90	---	3.40*	2.90
---	---	13.30	---	---	9.45	3.85*	2.90
---	---	---	10.27	9.90	---	0.37	2.90
---	---	---	10.27	---	9.45	0.82	2.90
---	---	---	---	9.90	9.45	0.45	2.90

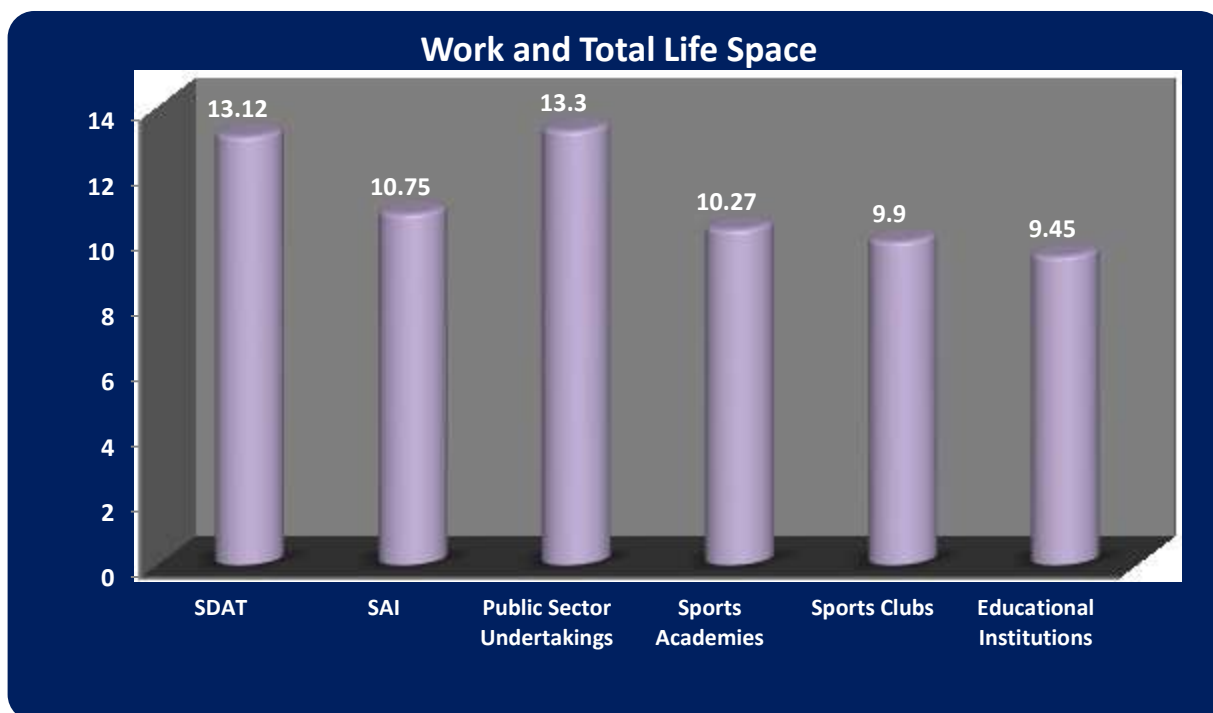
*p < 0.05, Confidence interval value (0.05) = 2.90

From the above table 6.71, it is observed that the mean difference values between the groups of coaches from SDAT and Sports Clubs is 3.22, SDAT and Educational Institutions is 3.67, Public Sector Undertakings and Sports Academies is 3.03, Public Sector Undertakings and Sports Clubs is 3.40, Public Sector Undertakings and Educational Institutions is 3.85 are greater than the confidence interval value of 2.90 which shows that the coaches working at these organizations have high satisfaction level with regard to work and total life space.

It is also observed from the table 6.71 that the mean difference values between the other groups of coaches are lesser than the confidence interval value of 2.90 which shows that coaches working at these organizations have low satisfaction level with regard to work and total life space.

The mean values of the opinion of coaches on work and total life space are graphically presented in figure 6.7.

Figure 6.7
Graphical Depiction of the comparison of the Means of Opinion of Coaches with regard to Work and Total Life Space



6.11.2 One Way Analysis of Variance among Coaches working at Government Sector Organizations on Work and Total Life Space:

H_{1 79}: There is a significant difference among coaches working at government organization with regard to work and total life space.

The coaches' opinion with regard to work and total life space is analysed using one way analysis of variance to find out the degree of difference among coaches working at government organizations. The results are given in the table 6.72

Table 6.72

One Way Analysis of Variance among Coaches working at Government Sector Organizations with regard to Work and Total Life Space

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	100.00	50.00	G1=2.42 G2=1.44 G3=2.72	F=8.74* P<0.05 Significant
2.	Within Groups	118	674.40	5.71		

*p < 0.05 Table F, df (2, 118) at (0.05) = 3.07

G1= SDAT G2= SAI G3= Public Sector Undertakings

It is inferred from the table 6.72 that there is a significant difference among coaches working at government sector organizations with regard to work and total life space and therefore H1 is accepted. Further, it is also observed from the mean score that the coaches working at Public Sector Undertakings and SDAT are found to be more inclined towards constitutionalism in the work organization.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to work and total life space. The test results are shown in the table 6.73

Table 6.73

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinion of Coaches working at Government Sector Organizations on Work and Total Life Space

SDAT	SAI	Public Sector Undertakings	Mean Difference	CI
13.12	10.75	---	2.37*	1.80
13.12	---	13.30	0.18	1.80
---	10.75	13.30	2.55*	1.80

It is evident from the table 6.73 that the mean difference values between the groups of coaches from SAI and Public Sector Undertakings is 2.55 and SDAT & SAI is 2.37 which are greater than the confidence interval value of 1.80 which shows that the coaches working at these organizations have high satisfaction level with regard to work and total life space.

It is also observed from the table 6.73 that the mean difference values between the other groups of coaches are lesser than the confidence interval value of 1.80, which shows that the coaches working at these organization have low satisfaction level with regard to work and total life space.

6.11.3 One Way Analysis of Variance among Coaches working at Private Sector Organizations on Work and Total Life Space:

H_{1 80}: There is a significant difference among coaches working at private sector organization with regard to work and total life space.

The coaches' opinion with regard to work and total life space is analysed using one way analysis of variance to find out the degree of difference among the coaches working at private organizations. The results are given in the table 6.74.

Table 6.74

One Way Analysis of Variance among Coaches working at Private Sector Organizations with regard to Work and Total Life Space

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	13.09	6.54	G1=1.86 G2=1.61	F=2.08 P<0.05
2.	Within Groups	116	364.75	3.14	G3=1.85	Not Significant

G1= Sports Academies G2= Sports Clubs G3= Educational Institution

It is found from the table 6.74 that there is no significant difference among coaches working at private sector organizations with regard to work and total life space and therefore H1 is rejected.

6.11.4 Mean difference between Coaches working at Government and Private Sector Organizations on Work and Total Life Space:

H₁₈₁: There is a significant difference between coaches working at government and private sector organizations with regard to work and total life space.

The coaches' opinion with regard to work and total life space is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.75

Table 6.75

't' test between Coaches working at Government and Private Sector Organizations with regard to Work and Total Life Space

S.No	Organization	N	\bar{X}	Mean Difference	SD	't' Ratio
1.	Government Sector	121	12.78	2.92	0.28	10.27* P<0.05 Significant
2.	Private Sector	119	9.86			

* Significant at 0.05 level

It is evident from the table 6.75 that there is a significant mean difference among coaches working at government and private sector organizations with regard to work and total life space and therefore H₁ is accepted. Further, it is also reveals from the mean score that the coaches working at government sector organizations are found to be more inclined towards work and total life space.

6.11.5 The Role of Gender of Coaches working at Government and Private Sector Organizations on Work and Total Life Space

H_1 82: There is a significant difference between the gender of coaches working at government and private sector organizations with regard to work and total life space.

The coaches' opinion with regard to constitutionalism in the work organization is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.76.

Table 6.76

't' test Between the Gender of Coaches of Government and Private Sector Coaches on Work and Total Life Space

S.No	Organization & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 0.79 P > 0.05 Not Significant
	Male	106	12.97	2.55	
	Female	15	11.46	2.03	
2.	Private Sector	119			t = 1.78 P > 0.05 Not Significant
	Male	106	9.76	1.75	
	Female	13	10.69	1.93	

It is clear from the table 6.76 that there is no significant mean difference between the gender of coaches working at government organizations with regard to work and total life space and therefore H_1 is rejected.

Further, it is also observed from the table 6.76 that there is no significant difference between the gender of coaches working at private sector organizations with regard to work and total life space and hence H_1 is rejected.

6.11.6 The Role of Age of Coaches working at Government and Private Sector Organizations on Work and Total Life Space:

H₁₈₃: There is a significant difference among the various age groups of coaches working at government and private sector organizations with regard to work and total life space.

The researcher has used one way analysis of variance to find out the degree of difference among the various age groups of coaches working at government and private sector organizations with regard to work and total life space. The results are presented in the table 6.77.

Table 6.77

One Way Analysis of Variance among the Various Age Groups of Coaches working at Government and Private Sector Organizations with regard to Work and Total Life Space

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	70.556	2	35.278	G1=12.80 G2=13.40	5.914*
		Within Groups	703.857	118	5.965	G3=11.76	P < 0.05 Significant
2	Private Sector	Between Groups	5.915	2	2.957	G1=9.35 G2=9.97	0.922
		Within Groups	371.934	116	3.206	G3=10.04	P > 0.05 Not Significant

* Significant at 0.05 level with df 2, 118 = 3.07

G1= 25-30 Years

G2= 31-40 Years

G3= Above 40 Years

It is evident from the table 6.77 that there is a significant difference among the various age groups of coaches working at government sector organizations with regard to work and total life space and therefore H₁ is accepted. Further, it is also reveals from the mean score that the coaches from government sector organizations

belong to age group from 31-40 years have high satisfaction with regard to work and total life space.

Further, it is also clear from the table 6.77 that there is no significant difference among the various age groups of coaches working at private sector organizations with regard to work and total life space and hence H_1 is rejected.

6.11.7 The Role of Marital Status of the Coaches working at Government and Private Sector Organizations on Work and Total Life Space:

H_{184} : There is a significant difference between the marital status of coaches working at government and private sector organizations with regard work and total life space.

For finding out the degree of difference between marital status of coaches working at government and private sector organizations with regard to work and total life space, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.78

Table 6.78

't' test between the Marital Status of Coaches of Government and Private Sector Coaches With Regard to Work and Total Life Space

S.No	Organization & Marital Status	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 1.62 P > 0.05 Not Significant
	Married	114	12.87	2.56	
	Unmarried	7	11.28	1.38	
2.	Private Sector	119			t = 1.64 P > 0.05 Not Significant
	Married	107	9.77	1.74	
	Unmarried	12	10.66	2.01	

The table 6.78 clearly shows that there is no significant difference between the marital status of coaches working at government sector organizations with regard to work and total life space and therefore H_1 is rejected.

Further, it is also clear from the table 6.78 that there is no significant difference between the marital status of coaches working at private sector organizations with regard to work and total life space and hence H_1 is rejected.

6.11.8 The Role of Experience of Coaches working at Government and Private Sector Organizations with regard to Work and Total Life Space:

H_{185} : There is a significant difference between the various experience level of coaches working at government and private sector organizations with regard to work and total life space.

The researcher has used one way analysis of variance to find out the degree of difference between the various experience level of coaches working at government and private sector organizations with regard to work and total life space. The results are presented in the table 6.79

Table 6.79

One Way Analysis of Variance among the Various Experience Level of Coaches working at Government and Private Sector Organizations with regard to Work and Total Life Space

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	148.301	3	49.434	G1=13.00 G2=14.51	9.238*
		Within Groups	626.113	117	5.351	G3=12.25 G4=11.84	P < 0.05 Significant
2	Private Sector	Between Groups	13.312	3	4.437	G1=9.46 G2=9.56	1.400
		Within Groups	364.537	115	3.170	G3=10.18 G4=10.22	P > 0.05 Not Significant

* Significant at 0.05 level with df 3, 117 = 2.68

G1= Below 1 Year

G2= 1 to 5 Years

G3= 6 to 10 years

G4=10 Years and Above

The table 6.79 reveals that there is a significant difference between the various experience level of coaches working at government sector organizations with regard to work and total life space and therefore H_1 is accepted. Further, it is reveals from the mean score that the coaches working at government organizations belong to the experience level from 1 to 5 years have high satisfaction towards work and total life space

Further, the table 6.79 reveals that there is no significant difference between the various experience level of the Coaches working at private sector organizations with regard to work and total life space and H_1 is rejected.

6.11.9 The Role of Monthly Income of the Coaches working at Government and Private Sector Organizations on Work and Total Life Space:

H_{186} : There is a significant difference between the various monthly income level of coaches working at government and private sector organizations with regard to work and total life space.

For finding out the degree of difference between the various monthly income of coaches working at government and private sector organizations with regard to work and total life space, the researcher has used one way analysis of variance to test the hypothesis and the results are presented in the table 6.80.

Table 6.80

**One Way Analysis of Variance among the Monthly Income of Coaches working
at Government and Private Sector Organizations with regard to
Work and Total Life Space**

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	---	---	---	---	0.00
		Within Groups	---	---	---		0.00
2	Private Sector	Between Groups	68.40	2	34.20	G1=9.77 G2=9.76 G3=13.24	11.26*
		Within Groups	321.79	106	3.036		P < 0.05 Significant

* Significant at 0.05 level df 2,106 = 3.08

G1= Upto Rs.15,000/- G2= Rs.15,000/- to Rs.20,000/- G3= Above Rs. 20,000/-

Since, all the coaches working in the government sector organizations have monthly income of above Rs.20,000/- there is no statistical techniques are applied for finding out the mean difference.

It is evident from the table 6.80 that there is a significant difference between the various monthly income levels of coaches working at private sector organizations with regard to work and total life space and therefore H_1 is accepted. Further, the mean score reveals that coaches belong to monthly income group of above Rs.20,000 have high satisfaction level than other groups.

6.12. ANALYSIS RELATED TO COACHES' OPINION ON SOCIAL RELEVANCE OF WORK LIFE

The researcher has formulated the following hypothesis in order to find out whether there is a significant difference in the opinions of coaches with regard to social relevance of work life which is one among the dimension of quality of work life.

Hypothesis 8:

There is a significant difference among coaches' opinion with regard to social relevance of work life.

The researcher has used suitable statistical tools for testing the above hypothesis with regard to social relevance of work life. They are discussed below:

6.12.1 One Way Analysis of Variance among Coaches working at different Organizations on Social Relevance of Work Life:

H_{187} : There is a significant difference among coaches working at different organizations with regard to social relevance of work life.

The coaches' opinion with regard to social relevance of work life is analyzed using one way analysis of variance to find out the degree of difference among coaches working at different organizations. The results are given in the table 6.81.

Table 6.81

One Way Analysis of Variance among Coaches working at different Organizations with regard to Social Relevance of Work Life

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	5	6129.65	1225.93	G1=4.22 G2=4.73 G3=4.11 G4=4.61	F=69.11* P<0.05 Significant
2.	Within Groups	234	4150.67	17.73	G5=3.88 G6=3.95	

*p < 0.05 Table F, df (5, 234) at (0.05) = 2.25

G1= SDAT

G2= SAI

G3= Public Sector Undertakings

G4= Sports Academies

G5= Sports Clubs

G6 = Educational Institutions

It is evident from the table 6.81 that there is a significant difference among coaches working at different organizations with regard to social relevance of work life and therefore H_1 is accepted. Further, it is also observed from the mean score that the coaches working at SDAT and Sports Academies are found to be more inclined towards social relevance of work life.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to social relevance of work life. The test results are shown in the table 6.82.

Table 6.82

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinion of Coaches working at Different Organizations with regard to Social Relevance of Work Life

SDAT	SAI	Public Sector Undertakings	Sports Academies	Sports Clubs	Educational Institutions	Mean Difference	CI
33.12	22.60	---	---	---	---	10.52*	5.80
33.12	---	33.72	---	---	---	0.60	5.80
33.12	---	---	22.94	---	---	10.18*	5.80
33.12	---	---	---	23.27	---	9.85*	5.80
33.12	---	---	---	---	23.35	9.77*	5.80
---	22.60	33.72	---	---	---	11.12*	5.80
---	22.60	---	22.94	---	---	0.34	5.80
---	22.60	---	---	23.27	---	0.67	5.80
---	22.60	---	---	---	23.35	0.75	5.80
---	---	33.72	22.94	---	---	10.78*	5.80
---	---	33.72	---	23.27	---	10.45*	5.80
---	---	33.72	---	---	23.35	10.37*	5.80
---	---	---	22.94	23.27	---	0.33	5.80
---	---	---	22.94	---	23.35	0.41	5.80
---	---	---	---	23.27	23.35	0.08	5.80

*p < 0.05, Confidence interval value (0.05) = 5.80

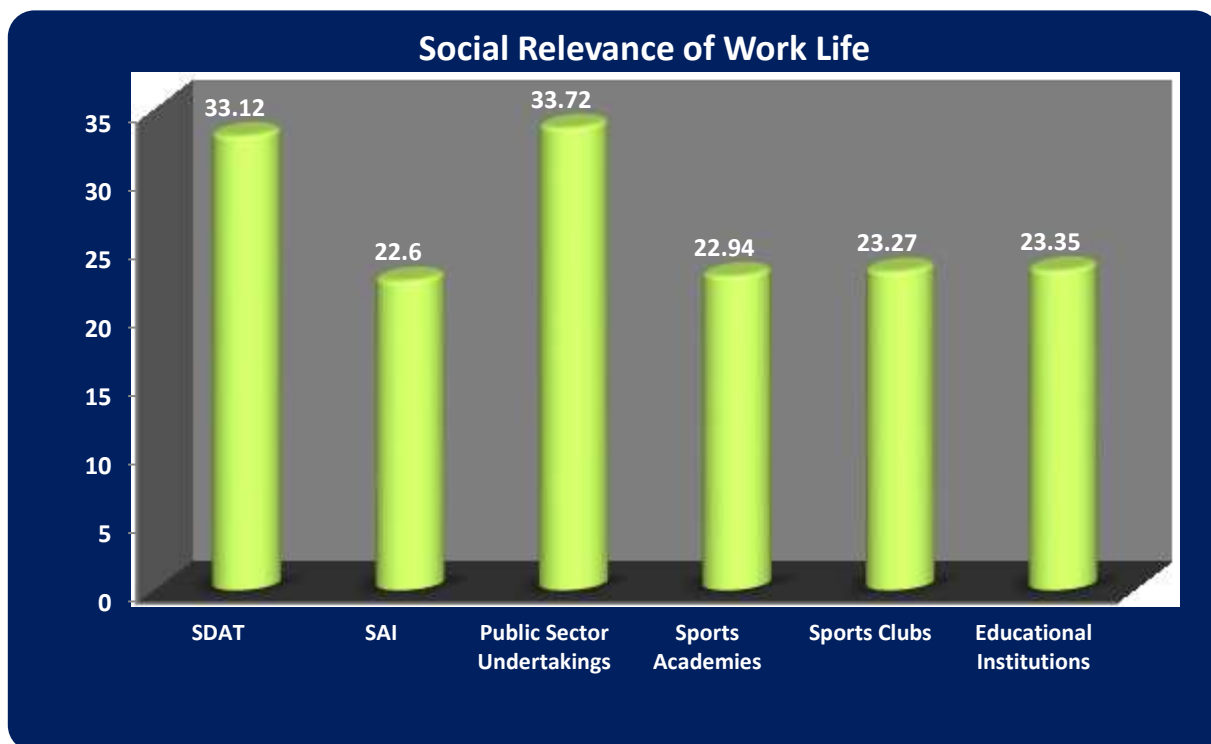
From the above table 6.82, it is observed that the mean difference values between the groups of coaches from SDAT and Sports Clubs is 3.22, SDAT and Educational Institutions is 3.67, Public Sector Undertakings and Sports Academies is 3.03, Public Sector Undertakings and Sports Clubs is 3.40, Public Sector Undertakings and Educational Institutions is 3.85 which are greater than the confidence interval value of 5.80 which shows that the coaches working at these organizations have high satisfaction level with regard to social relevance of work life.

It is also observed from the table 6.82 that the mean difference values between the other groups of coaches are lesser than the confidence interval value of 5.80 which shows that the coaches working at these organizations have low satisfaction level with regard to social relevance of work life.

The mean values of the opinion of coaches on social relevance of work life are graphically presented in figure 6.8.

Figure 6.8

Graphical Depiction of the comparison of the Means of Opinion of Coaches with regard to Social Relevance of Work Life



6.12.2 One Way Analysis of Variance among Coaches working at Government Sector Organizations on Social Relevance of Work Life:

H_{1 88}: There is a significant difference among coaches working at government organization with regard to social relevance of work life.

The coaches' opinion with regard to social relevance of work life is analysed using one way analysis of variance test to find out the degree of difference among coaches working at government organizations. The results are given in the table 6.83

Table 6.83

One Way Analysis of Variance among Coaches working at Government Sector Organizations with regard to Social Relevance of Work Life

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	1932.74	966.37	G1=4.22 G2=4.73 G3=4.11	F=52.71* P<0.05 Significant
2.	Within Groups	118	2163.03	18.33		

*p < 0.05 Table F, df (2, 118) at (0.05) = 3.07

G1= SDAT G2= SAI G3= Public Sector Undertakings

It is inferred from the table 6.83 that there is a significant difference among coaches working at government sector organizations with regard to work and total life space and therefore H1 is accepted. Further, it is also observed from the mean score that the coaches working at SAI are found to be more inclined towards social relevance of work life.

Since, the 'F' value was significant, the Scheffe's Post Host test was computed further in order to find out the difference between the groups of coaches with regard to social relevance of work life. The test results are shown in the table 6.84

Table 6.84

Scheffe's Post Hoc Test of Significance and Difference among the Means of Opinion of Coaches working at Government Sector Organizations With regard to Social Relevance of Work Life

SDAT	SAI	Public Sector Undertakings	Mean Difference	CI
33.12	22.60	---	10.52*	3.23
33.12	---	33.72	0.60	3.23
---	22.60	33.72	11.12*	3.23

It is evident from the table 6.84 that the mean difference values between the groups of coaches of SAI and Public Sector Undertakings is 11.12 and SDAT & SAI is 10.52 which are greater than the confidence interval value of 3.23, which shows that coaches working at these organizations have high satisfaction level with regard to social relevance of work life.

It is also observed from the table 6.84 that the mean difference values between the other groups of coaches are lesser than the confidence interval value of 3.23, which shows that the coaches working at these organizations have low satisfaction level with regard to social relevance of work life.

6.12.3 One Way Analysis of Variance among Coaches working at Private Sector Organizations on Social Relevance of Work Life:

H_{189} : There is a significant difference among coaches working at private sector organization with regard to social relevance of work life.

The coaches' opinion with regard to social relevance of work life is analysed using one way analysis of variance to find out the degree of difference among coaches working at private organizations. The results are given in the table 6.85.

Table 6.85

One Way Analysis of Variance among Coaches working at Private Sector Organizations with regard to Social Relevance of Work Life

S.No.	Groups	Df	SS	MS	\bar{X}	Statistical Inference
1.	Between Groups	2	3.52	1.76	G1=4.61 G2=3.88	F=0.10 P<0.05
2.	Within Groups	116	1987.64	17.13	G3=3.95	Not Significant

G1= Sports Academies

G2= Sports Clubs

G3= Educational Institution

It is found from the table 6.85 that there is no significant difference among coaches working at private sector organizations with regard to social relevance of work life and therefore H_1 is rejected.

6.12.4 Mean difference between Coaches working at Government and Private Sector Organizations on Social Relevance of Work Life:

H_{190} : There is a significant difference between coaches working at government and private sector organizations with regard to social relevance of work life.

The coaches' opinion with regard to social relevance of work life is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.86.

Table 6.86

't' test between Coaches working at Government and Private Sector Organizations with regard to Social Relevance of Work Life

S.No	Organization	N	\bar{X}	Mean Difference	SD	't' Ratio
1.	Government Sector	121	31.56	8.36	0.65	12.80* P<0.05 Significant
2.	Private Sector	119	23.20			

* Significant at 0.05 level

It is evident from the table 6.86 that there is a significant mean difference among coaches working at government and private sector organizations with regard to social relevance of work life and therefore H_1 is accepted. Further, it is also reveals from the mean score that the coaches working at government sector organizations are found to be more inclined towards work and total life space.

6.12.5 The Role of Gender of Coaches working at Government and Private Sector Organizations on Social Relevance of Work Life

$H_{1\ 91}$: There is a significant difference between the gender of coaches working at government and private sector organizations with regard to social relevance of work life.

The coaches' opinion with regard to social relevance of work life is analysed using 't' test to find out the degree of difference among coaches working at government and private sector organizations. The results are given in the table 6.87.

Table 6.87

't' test between the Gender of Coaches Working at Government and Private Sector Organizations with regard to Social Relevance of Work Life

S.No	Organization & Gender	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			t = 1.58 P > 0.05 Not Significant
	Male	106	31.87	5.76	
	Female	15	29.33	6.07	
2.	Private Sector	119			t = 3.78* P < 0.05 Significant
	Male	106	28.11	4.34	
	Female	13	23.92	4.25	

*Significant at 0.05 level

It is clear from the table 6.87 that there is no significant mean difference between the gender of coaches working at government organizations with regard to social relevance of work life and therefore H_1 is rejected.

It is observed from the table 6.87 that there is a significant difference between the gender of coaches working at private sector organizations with regard to social relevance of work life and hence H_1 is accepted. Further, the mean score reveals that the male coaches have high satisfaction level than female coaches.

6.12.6 The Role of Age of Coaches working at Government and Private Sector Organizations on Social Relevance of Work Life:

H_{191} : There is a significant difference among the various age groups of coaches working at government and private sector organizations with regard to social relevance of work life.

The researcher has used one way analysis of variance to find out the degree of difference among the various age groups of coaches working at government and private sector organizations with regard to social relevance of work life. The results are presented in the table 6.88.

Table 6.88

One Way Analysis of Variance among the Various Age Groups of Coaches working at Government and Private Sector Organizations with regard to Social Relevance of Work Life

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	97.113	2	48.556	G1=32.20 G2=32.21 G3=31.56	1.433
		Within Groups	3998.672	118	33.887		P > 0.05 Not Significant
2	Private Sector	Between Groups	4.358	2	2.179	G1=23.64 G2=23.07 G3=23.20	0.127
		Within Groups	1986.802	116	17.128		P > 0.05 Not Significant

G1= 25-30 Years

G2= 31-40 Years

G3= Above 40 Years

It is evident from the table 6.88 that there is a significant difference among the various age groups of coaches working at government sector organizations with regard to social relevance of work life and therefore H_1 is rejected.

Further, it is also clear from the table 6.88 that there is no significant difference among the various age groups of coaches working at private sector organizations with regard to social relevance of work life and hence H_1 is rejected.

6.12.7 The Role of Marital Status of Coaches working at Government and Private Sector Organizations on Social Relevance of Work Life:

H_{192} : There is a significant difference between the marital status of coaches working at government and private sector organizations with regard social relevance of work life.

For finding out the degree of difference between marital status of coaches working at government and private sector organizations with regard to social relevance of work life, the researcher has used 't' test to test the hypothesis and the results are presented in the table 6.89

Table 6.89

't' test between the Marital Status of Coaches of Government and Private Sector Organizations with regard to Social Relevance of Work Life

S.No	Organization & Marital Status	N	\bar{X}	SD	't' Ratio
1.	Government Sector	121			
	Married	114	31.55	5.96	$t = 0.07$ $P > 0.05$
	Unmarried	7	31.71	6.63	Not Significant
2.	Private Sector	119			
	Married	107	23.15	4.10	$t = 0.33$ $P > 0.05$
	Unmarried	12	23.58	4.25	Not Significant

The table 6.89 clearly shows that there is no significant difference between the marital status of coaches working at government sector organizations with regard to social relevance of work life and therefore H_1 is rejected.

Further, it is also clear from the table 6.89 that there is no significant difference between the marital status of coaches working at private sector organizations with regard to social relevance of work life and hence H_1 is rejected.

6.12.8 The Role of Experience of Coaches working at Government and Private Sector Organizations on Social Relevance of Work Life

H_{193} : There is a significant difference between the various experience level of coaches working at government and private sector organizations with regard to social relevance of work life.

The researcher has used one way analysis of variance to find out the degree of difference between the various experience level of coaches working at government and private sector organizations with regard to social relevance of work life. The results are presented in the table 6.90.

Table 6.90

One Way Analysis of Variance among the Various Experience Level of Coaches working at Government and Private Sector Organizations with regard to Social Relevance of Work Life

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	243.308	3	81.103	G1=32.72 G2=33.63	2.463
		Within Groups	3852.477	117	32.927	G3=30.61 G4=30.43	P > 0.05 Not Significant
2	Private	Between Groups	12.129	3	4.043	G1=23.92 G2=23.16	0.235
		Within Groups	1979.031	115	17.209	G3=22.77 G4=23.32	P > 0.05 Not Significant

G1= Below 1 Year G2= 1 to 5 Years G3= 6 to 10 years G4=10 Years and Above

The table 6.90 reveals that there is no significant difference between the various experience level of coaches working at government sector organizations with regard to social relevance of work life and therefore H_1 is rejected.

Further, the table 6.90 reveals that there is no significant difference between the various experience level of coaches working at private sector organizations with regard to social relevance of work life and hence H_1 is rejected.

6.12.9 The Role of Monthly Income of Coaches working at Government and Private Sector Organizations on Social Relevance of Work Life

H_{194} : There is a significant difference between the various monthly income level of coaches working at government and private sector organizations with regard to social relevance of work life.

For finding out the degree of difference between the various monthly income of coaches working at government and private sector organizations with regard to social relevance of work life, the researcher has used one way analysis of variance to test the hypothesis and the results are presented in the table 6.91.

Table 6.91

One Way Analysis of Variance among the Monthly Income of Coaches with regard to Social Relevance of Work Life

S.No	Organization	Source of Variance	SS	df	MS	\bar{X}	Statistical Inference
1	Government Sector	Between Groups	---	---	---	---	0.00
		Within Groups	---	---	---		0.00
2	Private	Between Groups	0.653	2	0.326	G1=22.88 G2=23.17 G3=23.16	0.019
		Within Groups	1800.999	106	16.991		P > 0.05 Not Significant

G1= Upto Rs.15,000/-

G2= Rs.15,000/- to Rs.20,000/-

G3= Above Rs. 20,000/-

Since, all the coaches working in the government sector organizations have monthly income of above Rs.20,000/- there is no statistical techniques are applied for finding out the mean difference.

It is evident from the able 6.91 that there is no significant difference between the various monthly income levels of coaches working at private sector organizations with regard to social relevance of work life and therefore H_1 is rejected.