

Questionnaire Section 1:**\* Required**

1. Name of the Organisation (Optional) \_\_\_\_\_
2. Sector (Ownership) \* PSU Private
3. Sector (Industrial) \* Manufacturing Service Industry
4. Name of the Respondent (Optional) \_\_\_\_\_
5. Year of Birth \* YYYY
6. Gender \*: Male Female Others
7. Religion \* \_\_\_\_\_
8. Birth Place (State/ UT) \* \_\_\_\_\_
9. Birth Place Strata \* Rural Semi urban Urban
10. School Education \* Rural Urban Partly Rural and Partly Urban
11. Education \* SSC UG PG Others: \_\_\_\_\_
12. Branch/ Discipline of study\* Science Commerce Humanities Pharmacy  
Engineering/ Technology Others: \_\_\_\_\_
13. Email id (Optional) \_\_\_\_\_ @ \_\_\_\_\_
14. Contact No. (Optional) +91 \_\_\_\_\_
15. Year of joining present organisation \* (YYYY)
16. Total work experience (in years) \* \_\_\_\_\_
17. No. of jobs changed during professional career \* \_\_\_\_\_
18. Present Designation \* Supervisor to Senior Officer Manager to GM VP and above
19. No. of people working under you \* \_\_\_\_\_

---

1. Please mark appropriate box for each response.

**SA:** Strongly Agree    **A:** Agree    **N:** Neutral    **D:** Disagree    **SD:** Strongly Disagree

2. For “Rank Order Questions” (Q10-Q12) assign appropriate *Numeric Rank* viz., 1, 2, 3 and so on for each response.

1	2	3	4	5	6
Most preferred					Least Preferred

---

Questionnaire Section 2:

20. My considerations for opting first job were as follows. \*

	SA	A	N	D	SD
a. Due to family needs	<input type="checkbox"/>				
b. Structure of pay and perks	<input type="checkbox"/>				
c. Portfolio/ Nature of Work	<input type="checkbox"/>				
d. Opportunity for personal development	<input type="checkbox"/>				
e. Position	<input type="checkbox"/>				
f. Organisational/ Company image	<input type="checkbox"/>				
g. Nearness/ Proximity to hometown/residence	<input type="checkbox"/>				
h. Work life balance	<input type="checkbox"/>				
i. Freedom to work as I like	<input type="checkbox"/>				
j. Less responsibility in job	<input type="checkbox"/>				
Others (Specify):	<input type="checkbox"/>				

21. I have opted current profession \*

a. Because of interest in this profession	<input type="checkbox"/>				
b. According to my family guidance	<input type="checkbox"/>				
c. Based on salary and fringe benefits in this profession	<input type="checkbox"/>				
d. My qualification matches to this profession	<input type="checkbox"/>				
e. Based on employment/ career opportunity in this profession	<input type="checkbox"/>				
Others (Specify):	<input type="checkbox"/>				

22. I consider following motivating factors to continue in this job. \*

a. Pay and perks	<input type="checkbox"/>				
b. Decent work environment	<input type="checkbox"/>				
c. Courteous boss	<input type="checkbox"/>				
d. Recognition	<input type="checkbox"/>				
e. Job security	<input type="checkbox"/>				
f. Flexible work schedule	<input type="checkbox"/>				
g. Career development opportunities	<input type="checkbox"/>				
Others (Specify):	<input type="checkbox"/>				

23. In case, I decide to switch over my job in future, I will consider following for the same. \*

a. Increased salary and fringe benefits	<input type="checkbox"/>				
b. Seeking lifetime employment	<input type="checkbox"/>				
c. Appointment at a higher position	<input type="checkbox"/>				
d. Career development opportunities	<input type="checkbox"/>				
e. Environmentally and socially responsible organisation	<input type="checkbox"/>				
f. Organisation conforming moral and ethical practices	<input type="checkbox"/>				

24. I would like to learn new skills for my overall development.....*		SA	A	N	D	SD
a.	Even if I need to put extra effort to learn	<input type="checkbox"/>				
b.	Even if my area of responsibility is increased	<input type="checkbox"/>				
c.	Even if I get slightly less fringe benefits	<input type="checkbox"/>				
d.	Provided I am comfortable to do so	<input type="checkbox"/>				
e.	Unless it will have impact on my career	<input type="checkbox"/>				
f.	Provided it has an element of self-development	<input type="checkbox"/>				
25. My preferred thrust areas in which I need training & development are as follows. *						
a.	Technical	<input type="checkbox"/>				
b.	Administrative	<input type="checkbox"/>				
c.	Soft skills	<input type="checkbox"/>				
d.	Managerial	<input type="checkbox"/>				
e.	Leadership	<input type="checkbox"/>				
26. My professional team at workplace has following characteristics. *						
a.	Free flow of communication	<input type="checkbox"/>				
b.	Coordination	<input type="checkbox"/>				
c.	Collaboration	<input type="checkbox"/>				
d.	Trust	<input type="checkbox"/>				
e.	Freedom	<input type="checkbox"/>				
f.	Adaptability	<input type="checkbox"/>				
27. I confront following feelings at workplace. *						
a.	Helplessness	<input type="checkbox"/>				
b.	Anxiety	<input type="checkbox"/>				
c.	Forget some of the tasks assigned to me	<input type="checkbox"/>				
d.	Emotional problems	<input type="checkbox"/>				
e.	Lack attention for a long time at a particular task	<input type="checkbox"/>				
28. In my opinion, Trade Unions *.....						
a.	Play a constructive role in Indian economy	<input type="checkbox"/>				
b.	Are necessary for protecting the interest of employees	<input type="checkbox"/>				
c.	Educate their members about duties and responsibilities	<input type="checkbox"/>				
d.	Provoke their members unnecessarily	<input type="checkbox"/>				
e.	Are hurdle to productivity	<input type="checkbox"/>				
f.	Are politically influenced	<input type="checkbox"/>				

29. The order of preference in which I use Information and Communication Technology and mobile gadgets is as follows \*

(Please assign **Rank 1 for most preferred and 5 for least one** and, don't repeat same rank for different variables)

	Rank
a. Keeping in touch with friends and family.	
b. Personal use like online shopping and entertainment.	
c. Information access and study purpose.	
d. Utilizing for professional accomplishment.	
e. Social media.	

30. What factors your organisation should consider for creating a sense of belongingness among employees. \*

(Please assign **Rank 1 for most preferred and 6 for least one** and, don't repeat same rank for different variables)

	Rank
a. Amenities / Facilities	
b. Social security	
c. Welfare activities	
d. Organisational Culture	
e. Employee's overall development	
f. Recognition at workplace	

31. Following factors affect my morale at workplace. \*

(Please assign **Rank 1 for most preferred and 5 for least one** and, don't repeat same rank for different variables)

	Rank
a. Justice & equity	
b. Physical amenities at workplace	
c. Work-life balance	
d. Freedom at workplace	
e. Pay and perks	

### Questionnaire Section3

32. Choose appropriate choices for the following sentences which describes your attitude towards your job, morale at workplace, job responsibilities, career, company and technology at workplace.

	SA	A	N	D	SD
a) I enjoy my job in my organisation.	<input type="checkbox"/>				
b) I feel that my friends enjoy their job in other organisations better than me.	<input type="checkbox"/>				
c) Whenever it is possible, I delegate some authority to my subordinates.	<input type="checkbox"/>				
d) Whenever it is possible, I allow my subordinates to work in their own way.	<input type="checkbox"/>				
e) I feel more productive, when my boss delegates me some authorities.	<input type="checkbox"/>				
f) I am used to digital technology for my personal commitments.	<input type="checkbox"/>				
g) I am comfortable to cope up with technology at workplace.	<input type="checkbox"/>				

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| h) I am willing to accept advanced version of technical infrastructure and endeavour to learn new technology. | <input type="checkbox"/> |
| i) To learn, know-how and know-why at workplace, I seek help from my superiors and colleagues.                | <input type="checkbox"/> |
| j) I complete my job as per organisational trends or followed by most of the seniors.                         | <input type="checkbox"/> |
| k) I enjoy to complete my professional task in a nonconventional way rather than repetitive one.              | <input type="checkbox"/> |
| l) I put extra effort to succeed in job for recognition and career advancement.                               | <input type="checkbox"/> |
| m) I have a plan to start my own venture in future after gaining industry experience.                         | <input type="checkbox"/> |
| n) I am highly socially networked at workplace.   | <input type="checkbox"/> |
| o) I have a large no. of friends and acquaintances in my social life.   | <input type="checkbox"/> |
| p) My organisation follows strict adherence to set down rules and regulations.                                | <input type="checkbox"/> |
| q) I am uncomfortable with such type of strictness in my organisation.  | <input type="checkbox"/> |
| r) I am comfortable with organisational hierarchy in my organisation.   | <input type="checkbox"/> |
| s) I keep myself updated regarding rules and regulations imposed by Government for welfare of employees.      | <input type="checkbox"/> |
| t) I hesitate to question my boss even if there is a deviation from standard operating procedure.             | <input type="checkbox"/> |
| u) I keep myself updated regarding industrial trends and present job market.                                  | <input type="checkbox"/> |
| v) I desire immediate feedback from my superiors.   | <input type="checkbox"/> |
| w) I provide immediate feedback to my subordinates.   | <input type="checkbox"/> |
| x) I have open and direct communicate with superiors.   | <input type="checkbox"/> |
| y) I communicate directly to my subordinates.   | <input type="checkbox"/> |
| z) I communicate directly to my peers of other departments.   | <input type="checkbox"/> |

#### Q14. Suggestions for organisations

(i) To reduce attrition/ increase retention:

(ii) To make training effective :

(iii) To create sense of belongingness:

(iv) To motivate employees at workplace:

Thank you for your response with patience

*Annexure 2. Sample Organisations, BSE/ NSE/ NYSE Listing Status, No. of Eligible Units, Forms Distribution and Response Rate*

Sr. No	Organisation	BSE/ NSE/ NYSE Listing	No. of Eligible Units	Distributed (f)	Received (f)	Received (%)
<b>PSU Manufacturing</b>						
1.	Indian Oil Corporation Ltd.	Yes	400	75 + 30*	54	12.27
2.	GNFC Ltd.	Yes	150	50	44	10.00
3.	GSFC Ltd.	Yes	100	30	12	2.50
Total			850	156	110	25
<b>PSU Service</b>						
1.	Gujarat Gas Ltd.	Yes	70	50	38	8.63
2.	Engineers India Ltd.	Yes	40	15	14	3.18
3.	The New India Assurance Company Ltd.	Yes	35	12	12	2.76
4.	United India Insurance Company Limited	Yes	30	15	15	3.40
5.	Leading Public Sector Bank_1	Yes	70	15	11	2.50
6.	Leading Public Sector Bank_2	Yes	50	12	9	2.04
7.	Largest Public Sector Bank_1	Yes	100	15	11	2.50
Total			395	142	110	25
<b>Pvt Manufacturing</b>						
1.	INOX Group	Yes	100	30	24	5.45
2.	Panasonic Energy India Company Limited	Yes	90	20	16	3.63
3.	Leading Auto Parts Industry	Yes	100	18	15	3.40
4.	Gujarat Fluorochemicals Limited	Yes	80	35	28	6.36
5.	Apollo Tyres Ltd.	Yes	200	40*	27	6.13
Total			570	103	110	25
<b>Pvt Service</b>						
1.	INOX Leisure Limited	Yes	60	35	31	7.04
2.	ICICI Prudential Life Insurance/ ICICI Lombard	Yes	55	24	19	4.31
3.	Kotak Mahindra Bank	Yes	25	10	8	1.81
4.	Bajaj Allianz Life Insurance (WOS Bajaj Finserv)	Yes	35	15	13	2.94
5.	TCS	Yes	200	40	33	7.44
6.	Mastercard	NYSE	100	15	8	1.81
7.	Future Group	Yes	15	10	6	1.36
Total			490	164	110	25
Grand Total			2305	565 + 70*	440	100

\* Google Link

Note: Approximately 25 invalid responses were not considered.

*Annexure 3. Gen Y's Personal and Professional Characteristics and Content Validity*

*Gen Y's Personal and Professional Characteristics*

<b>Organisational:</b>	
<ul style="list-style-type: none"> <li>○ Expectations for all-round development</li> <li>○ interaction among colleagues</li> <li>○ Wants less Red tapism and organisational hierarchy</li> <li>○ High expectations of their employers</li> <li>○ Open and direct communication</li> <li>○ Job satisfaction at workplace</li> </ul>	<ul style="list-style-type: none"> <li>○ Teamwork</li> <li>○ Job hoppers</li> <li>○ Likes interesting work</li> <li>○ Question authority</li> <li>○ Demands immediate feed back</li> <li>○ Feel more productive</li> <li>○ Not loyal to employer</li> </ul>
<b>Technical:</b>	
<ul style="list-style-type: none"> <li>○ Most technically educated</li> <li>○ Technology savvy</li> </ul>	<ul style="list-style-type: none"> <li>○ Technology dependent</li> <li>○ Access information easily</li> </ul>
<b>Professional:</b>	
<ul style="list-style-type: none"> <li>○ Integrate technology into workplace</li> <li>○ Perceived high skills and multiple competencies</li> <li>○ Looking for career advancement opportunities</li> </ul>	<ul style="list-style-type: none"> <li>○ Achievement oriented</li> <li>○ Multi-tasking</li> <li>○ Entrepreneurial</li> <li>○ Career flexibility</li> <li>○ Learning and personal growth</li> </ul>
<b>Motivational:</b>	
<ul style="list-style-type: none"> <li>○ Lured towards increased pay</li> <li>○ Want a boss with pleasant personality</li> <li>○ Utilise free time for own requirement</li> <li>○ Associate more the type of work they do</li> </ul>	<ul style="list-style-type: none"> <li>○ Recognition</li> <li>○ Decent work environment</li> <li>○ Want to learn different skills and competencies</li> <li>○ Mutual respect and trust</li> </ul>
<b>Social:</b>	
<ul style="list-style-type: none"> <li>○ Interconnected</li> <li>○ Ethnically diverse</li> <li>○ Highly socially networked</li> <li>○ Empathetic</li> </ul>	<ul style="list-style-type: none"> <li>○ Collaborative</li> <li>○ Tolerant</li> <li>○ Communicates easily</li> <li>○ Flexibility</li> </ul>
<b>Values:</b>	
<ul style="list-style-type: none"> <li>○ Value autonomy</li> <li>○ Equality</li> <li>○ Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>○ Justice</li> <li>○ Freedom</li> <li>○ Social responsibility</li> </ul>
<b>Personal:</b>	
<ul style="list-style-type: none"> <li>○ Accept challenges</li> <li>○ Inquisitiveness</li> <li>○ Pragmatic</li> <li>○ Leadership traits</li> <li>○ Lacks basic literacy fundamentals</li> </ul>	<ul style="list-style-type: none"> <li>○ Daring</li> <li>○ Innovative</li> <li>○ Confident</li> <li>○ Ambitious</li> <li>○ Distracted</li> <li>○ Destructible</li> <li>○ Impatient</li> </ul>

Source: Review of Literature

## Annexure 3. Gen Y's Personal and Professional Characteristics and Content Validity

## Content Validity

Dimensions	Question Nos.	Dimensions	Question Nos.
<b>Organisational</b>		<b>Technical</b>	
Expectations for all-round development:	20.d, 22.g, 23.d, 24.f	Most technically educated	32.. g. and h.
Interaction among colleagues:	32. n.	Technology savvy	32. f.
Wants less Red tapism and organisational hierarchy:	32.r	Technology dependent	32.. f.
High expectations of their employers	22. a. to g.	Access information easily	
Open and direct communication	32. x., y. and z.	<b>Professional</b>	
Job satisfaction at workplace	32. a., b.,	Integrate technology into workplace	28. d.
Teamwork	26. a. to f.	Perceived high skills and multiple competencies	
Job hoppers	17	Looking for career advancement opportunities	32. d.
Likes interesting work	20.c.	Achievement oriented	20. d., 31. e. and 32. m.
Question authority	32.t.	Multi-tasking	24. b.
Demands immediate feed back	32.v.	Entrepreneurial	32. m.
Feel more productive	32.m.	Career flexibility	
Not loyal to employer		Learning and personal growth	20. d., 23. d., and 24. a. to f.
<b>Motivational</b>		<b>Values</b>	
Lured towards increased pay	20.b., 23.a., 31.e.	Value autonomy	32.d.
Want a boss with pleasant personality		Equality	31.a.
Utilise free time for own requirement		Work-life balance	24.h., 31.c,
Associate more the type of work they do		Justice	31.a.
Recognition	22.d.	Freedom	24.i. 32.q and r.
Decent work environment	22.b.	Social responsibility	24.e.
Want to learn different skills and competencies	25. a to e.	<b>Personal</b>	
Mutual respect and trust	32. d., e., and v to z.	Accept challenges	
<b>Social</b>		Inquisitiveness	32.i.
Interconnected		Pragmatic	21.d.
Ethnically diverse		Leadership traits	32.c.d. y.
Highly socially networked	32. n and o	Lacks basic literacy fundamentals	
Empathetic		Daring	32. t
Collaborative	32.n, z.	Innovative	32. j. k.
Tolerant		Confident	
Communicates easily	32. x., y. and z.	Ambitious	23. a to d
Flexibility		Distracted and Destructible	27. a to e
		Impatient	23. a to f

## Annexure 4: Reliability Reports

### 1. Team

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.899	.899	5

#### Item Statistics

	M	SD	N
Helplessness	2.72	1.111	440
Anxiety	2.71	1.039	440
Forget some of the tasks	2.60	1.028	440
Emotional problem	2.70	1.053	440
Lack attention	2.59	1.027	440

### 2. Distracted and Destructible

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.882	.883	6

#### Item Statistics

	M	SD	N
Free flow of communication	4.06	.778	440
Coordination	4.00	.753	440
Collaboration	3.91	.781	440
Trust	3.91	.852	440
Freedom	3.68	.864	440
Adaptability	3.88	.804	440

### 3. Perception about Trade Unions

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.879	.881	6

#### Item Statistics

	M	SD	N
Play a constructive role in Indian economy	3.50	.940	440
Necessary to protect the interest of employees	3.79	.873	440
Educate members about their duties and responsibilities	3.58	.868	440
Do not provoke their members unnecessarily	3.45	.931	440
Are not hurdle to productivity	3.51	.959	440
Are not politically influenced	3.02	1.018	440

### 4. Reliability of obtained factors from Q. No. 20

Component	Log	Reliability Statistics	
		Cronbach's Alpha	N of Items
Work condition RELIABILITY			
	/VARIABLES=STR_P POS_N ORG_I POT_N		
	/SCALE ('ALL VARIABLES') ALL	.710	4
	/MODEL=ALPHA		
	/SUMMARY=TOTAL.		

## Annexure 4: Reliability Reports

work Comfort	RELIABILITY /VARIABLES=NER_P WRK_B FRD_M LES_S /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	.617	4
other	RELIABILITY /VARIABLES= OPP_D NN_FML /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	.497	2

## 5. Reliability of obtained factors from Section 3 Q. No. 32.

Component	Log	Reliability Statistics	
		Cronbach's Alpha	No. of Items
Communication	RELIABILITY /VARIABLES=FED_P COM_B COM_P COM_S /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.	.752	4
Tech Savvy	RELIABILITY /VARIABLES=TCH_W TCH_C DGT_U /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.	.482	3
Aware	RELIABILITY /VARIABLES=GVT_U IND_U /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA	.542	2
Socially Networked	RELIABILITY /VARIABLES=SOC W SOC L /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.	.705	2
Adaptation	RELIABILITY /VARIABLES=UNC_T R_NEW /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.	.713	2
Autonomy	RELIABILITY /VARIABLES=ATY_D ALW_S FED_P /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.	.508	3
Perceived job enjoyment	RELIABILITY /VARIABLES=JOB_E B_NEW /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.	.541	2
Miscellaneous	RELIABILITY /VARIABLES=PUT_E CNV_N VTR_P PRD_F /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.	.411	4
Autonomy	RELIABILITY /VARIABLES=ATY_D ALW_S FED_P /SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.	.508	3

\* Components of obtained viz., work condition ( $\alpha=0.71$ ), work comfort ( $\alpha=0.62$ ), communication ( $\alpha=0.75$ ), socially networked ( $\alpha=0.71$ ) and adaptation ( $\alpha=0.71$ ) were considered on a reflective for data analysis. Components having less alpha value were not be considered on reflective scale, therefore, item were considered on formative scale for data analysis.

## Annexure 5

## Commonly Used Statistical Tests

**Common Single Comparison Tests**

Comparing:	Dependent (outcome) variable	Independent (explanatory) variable	Parametric test (data is normally distributed)	Non-parametric test (ordinal/skewed data)
The averages of two INDEPENDENT groups	Scale	Nominal (Binary)	Independent t-test	Mann-Whitney test/ Wilcoxon rank sum
The averages of 3+ independent groups	Scale	Nominal	One-way ANOVA	Kruskal-Wallis test
The average difference between paired (matched) samples e.g. weight before and after a diet	Scale	Time/Condition variable	Paired t-test	Wilcoxon signed rank test
The 3+ measurements on the same subject	Scale	Time/condition variable	Repeated measures ANOVA	Friedman test

**Tests of association**

Relationship between 2 continuous variables	Scale	Scale	Pearson's Correlation Coefficient	Spearman's Correlation Coefficient
Predicting the value of one variable from the value of a predictor variable or looking for significant relationships	Scale	Any	Simple Linear Regression	Transform the data
	Nominal (Binary)	Any	Logistic regression	
Assessing the relationship between two categorical variables	Categorical	Categorical		Chi-squared test

<https://www.statstutor.ac.uk/resources/uploaded/tutorsquickguidetostatistics.pdf>

## Annexure. 6 Construct Validity: First Job

## Anti-image Matrices

	Structure	Portfolio/ Nature of Work	Opportunity for Personal Development	Position	Image	Nearness/ Proximity to Hometown/ Residence	Work life balance	Freedom at workplace	Less Responsibility in Job	Not due to family needs
Structure of Pay and Perks	.697 <sup>a</sup>	-.176	.020	-.293	-.141	.060	-.183	.130	.018	.216
Portfolio/ Nature of Work	-.176	.749 <sup>a</sup>	-.314	-.237	-.006	-.003	-.002	-.062	-.089	-.186
Opportunity for Personal Development	.020	-.314	.693 <sup>a</sup>	-.096	-.226	-.087	-.075	-.009	.189	-.166
Position	-.293	-.237	-.096	.806 <sup>a</sup>	-.132	-.033	-.095	-.165	-.052	.022
Organisation's Image	-.141	-.006	-.226	-.132	.800 <sup>a</sup>	-.058	.026	-.084	.021	.074
Nearness/ Proximity to Hometown/ Residence	.060	-.003	-.087	-.033	-.058	.720 <sup>a</sup>	-.247	.038	-.175	.043
Work life balance	-.183	-.002	-.075	-.095	.026	-.247	.769 <sup>a</sup>	-.274	-.097	-.015
Freedom at workplace	.130	-.062	-.009	-.165	-.084	.038	-.274	.709 <sup>a</sup>	-.271	.080
Less Responsibility in Job	.018	-.089	.189	-.052	.021	-.175	-.097	-.271	.673 <sup>a</sup>	.048
Not due to family needs	.216	-.186	-.166	.022	.074	.043	-.015	.080	.048	.511 <sup>a</sup>
a. Measures of Sampling Adequacy(MSA)										

Annexure 7. Construct Validity Q32: Anti-Image Correlation Matrices: Post Reverse Coding

	A I enjoy my job in my organisation.	C delegate authy to subs	D allow my sub	E prod feel boss delgt Authy	F used to digital technology	G cope up with technology	H willing to accept adv tech	I know-how n why sup help	J organisational trends follow	K nonconventional way follow	L put extra effort	M plan to start venture	N highly socially networked	O large no. of friends	P organisation follows strict	Q uncomfortable with strictness	S Govt regulations aware	T hesitate to question	U updated ind trends n job market	V desire immediate feedback	W provide immediate feedback	X communicate with superiors	Y communicate subordinates.	Z communicate peers other dep	AB uncomfortable with hierarchy	AA my friends do not enjoy
A	.653 <sup>a</sup>	-.070	-.048	-.104	-.055	.007	.061	-.111	-.032	.087	-.102	.053	-.100	.044	-.029	.045	.090	-.028	-.078	.085	-.042	-.064	.010	-.002	.075	-.343
C	-.070	.644 <sup>a</sup>	-.276	-.115	-.124	.106	-.080	-.058	.092	-.059	-.064	-.032	.011	-.063	.111	-.047	-.063	-.128	.012	-.030	-.010	-.124	-.058	.133	.010	.027
D	-.048	-.276	.724 <sup>a</sup>	-.012	-.085	.018	-.036	.048	.078	.044	-.022	.005	-.076	.054	.025	.003	.015	-.005	.035	-.036	-.108	.036	-.109	-.014	-.042	-.044
E	-.104	-.115	-.012	.746 <sup>a</sup>	-.018	-.234	-.025	-.015	-.025	-.046	-.061	-.132	.062	.054	-.158	.146	.038	.076	.031	-.026	-.019	-.103	-.024	.026	-.086	.015
F	-.055	-.124	-.085	-.018	.715 <sup>a</sup>	-.173	-.128	.006	-.042	-.069	-.031	-.027	.045	-.142	-.042	-.023	.002	.003	.070	-.130	.035	.014	.061	.010	.088	.015
G	.007	.106	.018	-.234	-.173	.706 <sup>a</sup>	-.212	-.046	.012	-.159	.003	.142	-.068	.023	.004	.008	-.071	.031	-.019	.105	-.050	-.114	.106	-.181	-.013	.010
H	.061	-.080	-.036	-.025	-.128	-.212	.684 <sup>a</sup>	-.202	.037	.076	-.083	.047	.057	.011	-.015	.027	.087	.115	-.068	-.024	-.001	.024	-.007	.028	-.028	-.051
I	-.111	-.058	.048	-.015	.006	-.046	-.202	.667 <sup>a</sup>	-.148	-.122	-.019	-.029	.043	.030	.039	-.106	-.103	.188	-.023	-.129	.081	.034	-.049	.016	.064	-.002
J	-.032	.092	.078	-.025	-.042	.012	.037	-.148	.420 <sup>a</sup>	.179	-.137	.089	.067	-.065	-.137	.049	-.108	-.141	.178	.053	-.043	-.186	.007	.128	-.012	.012
K	.087	-.059	.044	-.046	-.069	-.159	.076	-.122	.179	.664 <sup>a</sup>	-.115	-.156	-.054	.053	-.011	.027	-.024	-.020	-.039	.034	.015	.021	-.091	-.007	.069	-.097
L	-.102	-.064	-.022	-.061	-.031	.003	-.083	-.019	-.137	-.115	.712 <sup>a</sup>	-.136	.004	-.034	-.051	.009	.082	-.050	-.094	.027	-.077	.013	-.037	.011	.039	.141
M	.053	-.032	.005	-.132	-.027	.142	.047	-.029	.089	-.156	-.136	.688 <sup>a</sup>	-.092	-.132	-.028	-.097	.025	-.061	.001	-.050	-.077	.115	.058	-.040	-.035	.028
N	-.100	.011	-.076	.062	.045	-.068	.057	.043	.067	-.054	.004	-.092	.585 <sup>a</sup>	-.490	-.096	.074	.051	.043	.040	-.070	-.074	-.110	.101	.015	.027	.125
o	.044	-.063	.054	.054	-.142	.023	.011	.030	-.065	.053	-.034	-.132	-.490	.593 <sup>a</sup>	-.059	-.023	.045	.004	-.171	.009	.003	.017	.040	-.087	.043	-.100
P	-.029	.111	.025	-.158	-.042	.004	-.015	.039	-.137	-.011	-.051	-.028	-.096	-.059	.678 <sup>a</sup>	-.216	-.179	.010	-.102	-.136	.128	-.010	-.122	.020	.044	.045
Q	.045	-.047	.003	.146	-.023	.008	.027	-.106	.049	.027	.009	-.097	.074	-.023	-.216	.577 <sup>a</sup>	-.007	-.154	.013	-.069	.057	-.045	-.060	.043	-.526	.117
S	.090	-.063	.015	.038	.002	-.071	.087	-.103	-.108	-.024	.082	.025	.051	.045	-.179	-.007	.682 <sup>a</sup>	.060	-.325	.021	-.135	-.099	.030	-.024	.117	-.021
T	-.028	-.128	-.005	.076	.003	.031	.115	.188	-.141	-.020	-.050	-.061	.043	.004	.010	-.154	.060	.705 <sup>a</sup>	.014	-.043	-.030	.091	.095	-.004	.100	.112
U	-.078	.012	.035	.031	.070	-.019	-.068	-.023	.178	-.039	-.094	.001	.040	-.171	-.102	.013	-.325	.014	.652 <sup>a</sup>	-.106	-.061	-.062	.015	.072	-.060	.114
V	.085	-.030	-.036	-.026	-.130	.105	-.024	-.129	.053	.034	.027	-.050	-.070	.009	-.136	-.069	.021	-.043	-.106	.687 <sup>a</sup>	-.254	-.174	.104	.006	.042	-.044
W	-.042	-.010	-.108	-.019	.035	-.050	-.001	.081	-.043	.015	-.077	-.077	-.074	.003	.128	.057	-.135	-.030	-.061	-.254	.674 <sup>a</sup>	.102	-.469	.032	-.032	.005
X	-.064	-.124	.036	-.103	.014	-.114	.024	.034	-.186	.021	.013	.115	-.110	.017	-.010	-.045	-.099	.091	-.062	-.174	.102	.774 <sup>a</sup>	-.267	-.285	.052	-.061
Y	.010	-.058	-.109	-.024	.061	.106	-.007	-.049	.007	-.091	-.037	.058	.101	.040	-.122	-.060	.030	.095	.015	.104	-.469	-.267	.692 <sup>a</sup>	-.374	.017	.009
Z	-.002	.133	-.014	.026	.010	-.181	.028	.016	.128	-.007	.011	-.040	.015	-.087	.020	.043	-.024	-.004	.072	.006	.032	-.285	-.374	.733 <sup>a</sup>	-.028	.032
ab	.075	.010	-.042	-.086	.088	-.013	-.028	.064	-.012	.069	.039	-.035	.027	.043	.044	-.526	.117	.100	-.060	.042	-.032	.052	.017	-.028	.589 <sup>a</sup>	.053
aa	-.343	.027	-.044	.015	.015	.010	-.051	-.002	.012	-.097	.141	.028	.125	-.100	.045	.117	-.021	.112	.114	-.044	.005	-.061	.009	.032	.053	.637 <sup>a</sup>

*Annexure 8**Q20. Considerations for opting first job (ten items).***KMO and Bartlett's Test**


---

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.732
	Approx. Chi-Square	784.268
Bartlett's Test of Sphericity	df	45
	Sig.	.000

---

*Q32. Attitude towards an array of professional and personal characteristics (25 items).***KMO and Bartlett's Test**


---

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.670
	Approx. Chi-Square	2224.357
Bartlett's Test of Sphericity	df	325
	Sig.	.000

---

*Annexure 9:**Work Condition, Work Comfort, Opportunity for Personal Development and Family Needs**Group Statistics*

		N	M	SD	SEM
<b>Gender</b>					
work condition	Male	356	3.6584	.68346	.03622
	Female	84	3.9619	.58617	.06396
Work comfort	Male	356	3.0028	.79145	.04195
	Female	84	3.1488	.78399	.08554
<b>Gen Y Cat</b>					
work condition	Early born	288	3.7056	.67672	.03988
	Late born	152	3.7368	.67634	.05486
Work comfort	Early born	288	3.0608	.77653	.04576
	Late born	152	2.9737	.81793	.06634
<b>Education</b>					
work condition	UG	224	3.7509	.65687	.04389
	PG	216	3.6806	.69496	.04729
work comfort	UG	224	3.0212	.77615	.05186
	PG	216	3.0405	.80827	.05500
<b>Level of Mgmt</b>					
work condition	Lower Mgmt	304	3.7178	.67717	.03884
	Middle Mgmt	136	3.7132	.67581	.05795
work comfort	Lower Mgmt	304	3.0313	.81006	.04646
	Middle Mgmt	136	3.0294	.75034	.06434
<b>Sector</b>					
work condition	PSU_M	110	3.6309	.77587	.07398
	PSU_NM	110	3.8273	.64593	.06159
	PVT_M	110	3.6727	.66951	.06384
	PVT_NM	110	3.7345	.59237	.05648
	Total	440	3.7164	.67598	.03223
work comfort	PSU_M	110	2.8705	.79182	.07550
	PSU_NM	110	2.9818	.73315	.06990
	PVT_M	110	3.1955	.77695	.07408
	PVT_NM	110	3.0750	.83402	.07952
	Total	440	3.0307	.79123	.03772
<b>Birthplace</b>					
work condition	Rural	113	3.5522	.68831	.06475
	Semi Urban	87	3.6920	.67155	.07200
	Urban	240	3.8025	.65927	.04256
	Total	440	3.7164	.67598	.03223
work comfort	Rural	113	2.9270	.90057	.08472
	Semi Urban	87	3.0172	.73808	.07913
	Urban	240	3.0844	.75220	.04855
	Total	440	3.0307	.79123	.03772

*Multiple Comparisons: Tukey HSD*

Dependent Variable	(I) Sector and Industry	(J) Sector and Industry	MD (I-J)	SE	Sig.	95% CI	
						LL	UL
work comfort	PSU_M	PSU_NM	-.11136	.10582	.719	-.3843	.1616
		PVT_M	-.32500*	.10582	.012	-.5979	-.0521
		PVT_NM	-.20455	.10582	.216	-.4775	.0684
	PSU_NM	PSU_M	.11136	.10582	.719	-.1616	.3843
		PVT_M	-.21364	.10582	.183	-.4866	.0593
		PVT_NM	-.09318	.10582	.815	-.3661	.1797
	PVT_M	PSU_M	.32500*	.10582	.012	.0521	.5979
		PSU_NM	.21364	.10582	.183	-.0593	.4866
		PVT_NM	.12045	.10582	.666	-.1525	.3934
	PVT_NM	PSU_M	.20455	.10582	.216	-.0684	.4775
		PSU_NM	.09318	.10582	.815	-.1797	.3661
		PVT_M	-.12045	.10582	.666	-.3934	.1525
Dependent Variable	(I) Birthplace Strata	(J) Birthplace Strata	MD (I-J)	SE	Sig.	95% CI	
						LL	UL
work condition	Rural	Semi Urban	-.13974	.09545	.309	-.3642	.0847
		Urban	-.25029*	.07635	.003	-.4298	-.0707
	Semi Urban	Rural	.13974	.09545	.309	-.0847	.3642
		Urban	-.11055	.08375	.385	-.3075	.0864
	Urban	Rural	.25029*	.07635	.003	.0707	.4298
		Semi Urban	.11055	.08375	.385	-.0864	.3075

*Annexure 9:*

\*. The mean difference is significant at the 0.05 level.

*One-Sample Statistics*

	N	M	SD	SEM
Opportunity for Personal Development	440	4.06	.933	.044
Not due to family needs	440	2.41	1.227	.058

		<i>Ranks</i>		
			N	Mean Rank
Gender	Opportunity for Personal Development	Male	356	212.23
		Female	84	255.55
		Total	440	
	Not due to family needs	Male	356	204.37
		Female	84	288.87
		Total	440	
Gen Y Cat	Opportunity for Personal Development	Early born	288	223.64
		Late born	152	214.55
		Total	440	
	Not due to family needs	Early born	288	212.72
		Late born	152	235.24
		Total	440	
Education level	Opportunity for Personal Development	UG	224	220.49
		PG	216	220.51
		Total	440	
	Not due to family needs	UG	224	212.99
		PG	216	228.28
		Total	440	
Designation	Opportunity for Personal Development	Lower Mgmt	304	226.12
		Middle Mgmt	136	207.94
		Total	440	
	Not due to family needs	Lower Mgmt	304	226.17
		Middle Mgmt	136	207.83
		Total	440	
Sector and Industry together	Opportunity for Personal Development	PSU_M	110	200.74
		PSU_NM	110	213.15
		PVT_M	110	235.81
		PVT_NM	110	232.30
		Total	440	
		Total	440	
	Not due to family needs	PSU_M	110	212.08
		PSU_NM	110	216.27
		PVT_M	110	217.00
		PVT_NM	110	236.66
		Total	440	
		Total	440	
Birthplace Strata	Opportunity for Personal Development	Rural	113	204.82
		Semi Urban	87	221.05
		Urban	240	227.68
		Total	440	
	Not due to family needs	Rural	113	189.44
		Semi Urban	87	204.90
		Urban	240	240.78
		Total	440	
		Total	440	
		Total	440	

*Annexure 10: Factors influencing choice of profession**Gen Y: One Sample t test Descriptives*

	N	M	SD	SEM
Because of interest in this profession	440	3.96	.956	.046
According to my family Guidance	440	3.10	1.247	.059
Salary and fringe benefits	440	3.90	.953	.045
My qualification matches to this profession	440	3.84	1.057	.050
Employment/ Career opportunities	440	4.02	.917	.044

*Sector and Industry together: Mean Rank Score-K Sample Kruskal-Wallis H Test*

	Ownership and Industry	N	Mean Rank
Because of interest in this profession	PSU_M	110	202.77
	PSU_NM	110	201.31
	PVT_M	110	254.64
	PVT_NM	110	223.28
	Total	440	
According to my family Guidance	PSU_M	110	204.26
	PSU_NM	110	237.99
	PVT_M	110	222.85
	PVT_NM	110	216.90
	Total	440	
Salary and fringe benefits	PSU_M	110	226.82
	PSU_NM	110	247.40
	PVT_M	110	190.32
	PVT_NM	110	217.45
	Total	440	
My qualification matches to this profession	PSU_M	110	217.86
	PSU_NM	110	197.55
	PVT_M	110	242.21
	PVT_NM	110	224.38
	Total	440	
Employment/ Career opportunities	PSU_M	110	197.69
	PSU_NM	110	222.96
	PVT_M	110	218.90
	PVT_NM	110	242.46
	Total	440	

*Annexure 11: Motivating factors to continue in the job**One Sample t test Descriptives*

	N	M	SD
Pay and perks	440	3.94	.86
Decent work Environment	440	3.88	.81
Courteous Boss	440	3.59	.94
Recognition	440	3.53	.89
Job Security	440	3.86	1.05
Flexible work schedule	440	3.11	1.12
Opportunity for personal development	440	3.85	.92

*Mean Rank Score K Sample Kruskal-Wallis H test*

	Mean Rank	Sector	N	Mean Rank	
	234.21	PSU_M	110	257.00	
	237.30	PSU_NM	110	279.81	
Pay and perks	204.13	PVT_M	110	198.50	Job Security
	206.36	PVT_NM	110	146.69	
		Total	440		
	207.30	PSU_M	110	198.90	
Decent work Environment	233.55	PSU_NM	110	203.52	Flexible work schedule
	209.44	PVT_M	110	231.62	
	231.71	PVT_NM	110	247.96	
		Total	440		
	198.43	PSU_M	110	194.44	
	238.56	PSU_NM	110	214.90	Opportunity for personal development
Courteous Boss	207.48	PVT_M	110	219.14	
	237.52	PVT_NM	110	253.53	
		Total	440		
	204.78	PSU_M	110		
	233.00	PSU_NM	110		
Recognition	226.68	PVT_M	110		
	217.54	PVT_NM	110		
		Total	440		

## Annexure 12: EFA and PCA Factors that may be decisive to switch over jobs in future

## KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.710
Bartlett's Test of Sphericity	Approx. Chi-Square	697.047
	df	15
	Sig.	.000

## Anti-image Matrices

		Increased	Seeking	Apt	Career	Environ	Organization
Anti-image Correlation	Increased salary and fringe benefits	.714 <sup>a</sup>	-.091	-.224	-.162	-.015	.108
	Seeking lifetime employment	-.091	.765 <sup>a</sup>	-.143	.058	.022	-.169
	Appointment at higher position	-.224	-.143	.751 <sup>a</sup>	-.406	-.043	-.099
	Career development opportunities	-.162	.058	-.406	.767 <sup>a</sup>	-.128	-.167
	Environmentally and socially responsible organisation	-.015	.022	-.043	-.128	.672 <sup>a</sup>	-.622
	Organisation conforming moral and ethical practices	.108	-.169	-.099	-.167	-.622	.660 <sup>a</sup>
	a. Measures of Sampling Adequacy(MSA)						

## Communalities

	Initial	Extraction
Increased salary and fringe benefits	1.000	.731
Seeking lifetime employment	1.000	.182
Appointment at higher position	1.000	.650
Career development opportunities	1.000	.605
Environmentally and socially responsible organisation	1.000	.777
Organisation conforming moral and ethical practices	1.000	.818
Extraction Method: Principal Component Analysis.		

## Reliability: Job Condition

```
RELIABILITY /VARIABLES=INC_S APP_H DEV_O
/SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.
```

Reliability Statistics	
Cronbach's Alpha	N of Items
.666	3

## Reliability: Ethics and Values

```
RELIABILITY /VARIABLES=ENV_R MRL_E
/SCALE ('ALL VARIABLES') ALL /MODEL=ALPHA.
```

Reliability Statistics	
Cronbach's Alpha	N of Items
.827	2

## Annexure 13. Factors that may be decisive to switch over jobs in future

## Job condition and Ethics and values

## One-Sample Statistics

	N	M	SD	SEM
Job_Cond	440	4.4894	.53705	.02560
Ethics_N_Values	440	4.0739	.80975	.03860

## Group Statistics: Gender

Job_Cond		N	M	SD	SEM
Job_Cond	Male	356	4.4775	.53115	.02815
	Female	84	4.5397	.56185	.06130
Ethics_N_Values	Male	356	4.0239	.82402	.04367
	Female	84	4.2857	.71256	.07775

## Group Statistics: Gen Y Cat

Job_Cond		N	M	SD	SEM
Job_Cond	Early Born	288	4.4745	.55802	.03288
	Late Born	152	4.5175	.49544	.04019
Ethics_N_Values	Early Born	288	4.0608	.79565	.04688
	Late Born	152	4.0987	.83792	.06796

## Group Statistics: Edn Level

Job_Cond		N	M	SD	SEM
Job_Cond	UG	224	4.5060	.55846	.03731
	PG	216	4.4722	.51464	.03502
Ethics_N_Values	UG	224	4.1004	.82693	.05525
	PG	216	4.0463	.79251	.05392

## Group Statistics

Job_Cond		N	M	SD	SEM
Job_Cond	Lower Mgmt	304	4.4934	.50733	.02910
	Middle Mgmt	136	4.4804	.60009	.05146
Ethics_N_Values	Lower Mgmt	304	4.1053	.80250	.04603
	Middle Mgmt	136	4.0037	.82439	.07069

## Descriptives

		N	M	SD	SE	95% CI	
						LL	UL
Job_Cond	PSU_M	110	4.5333	.51124	.04874	4.4367	4.6299
	PSU_NM	110	4.4152	.60272	.05747	4.3013	4.5290
	PVT_M	110	4.4697	.47204	.04501	4.3805	4.5589
	PVT_NM	110	4.5394	.55112	.05255	4.4352	4.6435
	Total	440	4.4894	.53705	.02560	4.4391	4.5397
Ethics_N_Values	PSU_M	110	4.2727	.74389	.07093	4.1322	4.4133
	PSU_NM	110	4.2273	.70917	.06762	4.0933	4.3613
	PVT_M	110	3.9955	.81132	.07736	3.8421	4.1488
	PVT_NM	110	3.8000	.88359	.08425	3.6330	3.9670
	Total	440	4.0739	.80975	.03860	3.9980	4.1497

## Descriptives

		N	M	SD	SE	95% CI	
						LL	UL
Job_Cond	Rural	113	4.5103	.49415	.04649	4.4182	4.6024
	Semi Urban	87	4.4598	.48821	.05234	4.3557	4.5638
	Urban	240	4.4903	.57363	.03703	4.4173	4.5632
	Total	440	4.4894	.53705	.02560	4.4391	4.5397
Ethics_N_Values	Rural	113	4.2611	.65157	.06129	4.1396	4.3825
	Semi Urban	87	3.9310	.78196	.08384	3.7644	4.0977
	Urban	240	4.0375	.87183	.05628	3.9266	4.1484
	Total	440	4.0739	.80975	.03860	3.9980	4.1497

## Annexure 13. Factors that may be decisive to switch over jobs in future

*Multiple Comparisons: Sec & Ind*

Dependent Variable	(I) Sec & Ind	(J) Sec & Ind	MD (I-J)	SE	Sig.	95% CI		
						LL	UL	
Ethics_N_Values	Tukey HSD	PSU_NM	.04545	.10650	.974	-.2292	.3201	
		PSU_M	PVT_M	.27727*	.10650	.047	.0026	.5519
		PVT_NM	.47273*	.10650	.000	.1981	.7474	
		PSU_M	PSU_M	-.04545	.10650	.974	-.3201	.2292
		PSU_NM	PVT_M	.23182	.10650	.131	-.0428	.5065
		PVT_NM	.42727*	.10650	.000	.1526	.7019	
		PSU_M	PVT_M	-.27727*	.10650	.047	-.5519	-.0026
		PVT_M	PSU_NM	-.23182	.10650	.131	-.5065	.0428
		PVT_NM	PVT_NM	.19545	.10650	.258	-.0792	.4701
		PSU_M	PSU_M	-.47273*	.10650	.000	-.7474	-.1981
PVT_NM	PSU_NM	-.42727*	.10650	.000	-.7019	-.1526		
		PVT_M	-.19545	.10650	.258	-.4701	.0792	

\*. The mean difference is significant at the 0.05 level.

*Multiple Comparisons: Birthplace Strata*

Dependent Variable	(I) Birthplace Strata	(J) Birthplace Strata	MD (I-J)	SE	Sig.	95% CI		
						LL	UL	
Ethics_N_Values	Tukey HSD	Rural	Semi Urban	.33003*	.11454	.012	.0607	.5994
		Urban	.22356*	.09162	.040	.0081	.4390	
		Semi Urban	Rural	-.33003*	.11454	.012	-.5994	-.0607
		Urban	Urban	-.10647	.10049	.540	-.3428	.1299
		Rural	Rural	-.22356*	.09162	.040	-.4390	-.0081
		Semi Urban	Semi Urban	.10647	.10049	.540	-.1299	.3428

\*. The mean difference is significant at the 0.05 level.

*One Sample t test Descriptives*

	N	M	SD	SEM
Seeking lifetime employment	440	3.79	1.075	.051

*Mean Rank Score K Sample Kruskal-Wallis H test: Sec & Ind*

	Sector	N	Mean Rank
Seeking lifetime employment	PSU_M	110	228.01
	PSU_NM	110	219.97
	PVT_M	110	221.25
	PVT_NM	110	212.77
	Total	440	

*Mean Rank Score K Sample Kruskal-Wallis H test: Birth place*

		N	Mean Rank
Seeking lifetime employment	Rural	113	229.01
	Semi Urban	87	196.45
	Urban	240	225.21
	Total	440	

## Annexure 14: Attitude towards Learning New Skills

*One-Sample t test Statistics*

	N	M	SD	SEM
Even if I need to put extra effort	440	4.30	.744	.035
Even if my area of responsibility is increased	440	4.21	.770	.037
Even if I get Slightly less fringe benefits	440	3.09	1.141	.054
Provided I am comfortable to do so	440	3.56	.972	.046
Unless it will have impact on my career	440	3.11	1.075	.051
Provided it has an element of self-development	440	4.18	.758	.036

*Sector and Industry: K Sample K-W test Mean Rank Score*

	Mean Rank	Sector	N	Mean Rank	
Even if I need to put extra effort	236.16	PSU_M	110	257.85	Provided I am comfortable to do so
	204.45	PSU_NM	110	233.25	
	210.65	PVT_M	110	216.70	
	230.74	PVT_NM	110	174.20	
		Total	440		
Even if my area of responsibility is increased	242.08	PSU_M	110	213.07	Unless it will have impact on my career
	221.10	PSU_NM	110	234.56	
	212.32	PVT_M	110	228.01	
	206.50	PVT_NM	110	206.35	
		Total	440		
Even if I get Slightly less fringe benefits	249.22	PSU_M	110	229.37	Provided it has an element of self-development
	226.20	PSU_NM	110	217.03	
	212.57	PVT_M	110	203.78	
	194.01	PVT_NM	110	231.82	
		Total	440		

*Birthplace: K Sample K-W test Mean Rank Score*

	Mean Rank	Birthplace Starta	N	Mean Rank	
Even if I need to put extra effort	220.33	Rural	113	233.88	Provided I am comfortable to do so
	211.06	Semi Urban	87	208.57	
	224.00	Urban	240	218.53	
		Total	440		
Even if my area of responsibility is increased	225.25	Rural	113	219.78	Unless it will have impact on my career
	209.78	Semi Urban	87	200.94	
	222.15	Urban	240	227.93	
		Total	440		
Even if I get Slightly less fringe benefits	241.23	Rural	113	212.49	Provided it has an element of self-development
	189.17	Semi Urban	87	215.52	
	222.10	Urban	240	226.08	
		Total	440		

*Annexure 15. Preferred Thrust Areas of Training*

*One-Sample Statistics*

	N	Mean	SD	SEM
Technical	440	4.02	.930	.044
Administrative	440	3.82	.906	.043
Soft skills	440	3.90	.926	.044
Managerial	440	4.16	.880	.042
Leadership	440	4.12	.881	.042

*Mean rank Score: Sector*

Sector	N		Mean Rank		Mean Rank		Mean Rank
PSU_M	110	Technical	225.16	Soft skills	205.99	Leadership	220.83
PSU_NM	110		215.85		244.00		213.85
PVT_M	110		235.79		225.36		215.30
PVT_NM	110		205.20		206.65		232.03
Total	440						
PSU_M	110	Administrative	224.31	Managerial	210.52		
PSU_NM	110		250.15		224.25		
PVT_M	110		220.15		215.01		
PVT_NM	110		187.39		232.23		
Total	440						

## Annexure 16: Perception about Characteristics of a Team

## One-Sample Statistics: Perception about Characteristics of a Team

Gen Y	N	Mean	Std. Deviation
	440	3.9072	.63887

## Group Statistics: Perception about Characteristics of a Team

	Category	N	M	SD	SEM
Gender	Male	356	3.9213	.64025	
	Female	84	3.8472	.63331	
Gen Y Category	Early Born	288	3.9323	.62388	.03676
	Late Born	152	3.8596	.66587	.05401
Level of Education	UG	224	3.8943	.65782	.04395
	PG	216	3.9205	.61986	.04218
Level of Management	Lower Mgmt	304	3.8580	.65251	.03742
	Middle Mgmt	136	4.0172	.59500	.05102

## Group Statistics: Sector and Industry

	N	M	SD	SE	95% C. I.	
					LL	UL
PSU_M	110	3.7121	.76922	.07334	3.5668	3.8575
PSU_NM	110	4.0758	.58552	.05583	3.9651	4.1864
PVT_M	110	3.8758	.57710	.05502	3.7667	3.9848
PVT_NM	110	3.9652	.55212	.05264	3.8608	4.0695
Total	440	3.9072	.63887	.03046	3.8473	3.9671

## Group Statistics: Birthplace

	N	M	SD	SE	95% C. I.	LL	UL
Rural	113	4.0206	.60755	.05715	3.9074	4.1339	
Semi Urban	87	3.8429	.62844	.06738	3.7090	3.9768	
Urban	240	3.8771	.65279	.04214	3.7941	3.9601	
Total	440	3.9072	.63887	.03046	3.8473	3.9671	

## Multiple Comparisons

Dependent Variable: Team player							
	(I) Sector	(J) Sector	MD (I-J)	SE	Sig.	95% CI	
						LL	UL
Games-Howell	PSU_M	PSU_NM	-.36364*	.09217	.001	-.6024	-.1249
		PVT_M	-.16364	.09169	.284	-.4012	.0739
		PVT_NM	-.25303*	.09028	.028	-.4869	-.0191
	PSU_NM	PSU_M	.36364*	.09217	.001	.1249	.6024
		PVT_M	.20000	.07839	.055	-.0029	.4029
		PVT_NM	.11061	.07673	.475	-.0881	.3093
	PVT_M	PSU_M	.16364	.09169	.284	-.0739	.4012
		PSU_NM	-.20000	.07839	.055	-.4029	.0029
		PVT_NM	-.08939	.07615	.644	-.2865	.1078
	PVT_NM	PSU_M	.25303*	.09028	.028	.0191	.4869
		PSU_NM	-.11061	.07673	.475	-.3093	.0881
		PVT_M	.08939	.07615	.644	-.1078	.2865

\*. The mean difference is significant at the 0.05 level.

## Annexure 17. Feelings of Gen Y Leading to Distraction in Work

## One-Sample Statistics

Characteristic indicating Distracted Nature	N	M	SD	SEM
	440	2.6627	.88782	.04233

## Group Statistics: Gender

Distraction	Male	356	2.6511	.89050	.04720
	Female	84	2.7119	.87995	.09601

## Group Statistics: Gen Y Cat

Distraction	Early Born	288	2.6660	.91504	.05392
	Late Born	152	2.6566	.83671	.06787

## Group Statistics: Education

Distraction	UG	224	2.6446	.84819	.05667
	PG	216	2.6815	.92873	.06319

## Group Statistics: Designation

Distraction	Lower Mgmt	304	2.7092	.84051	.04821
	Middle Mgmt	136	2.5588	.98074	.08410

## Descriptives: Sector &amp; Industry

	N	M	SD	SE	95% CI for Mean	
					LL	UL
PSU_M	110	2.4218	.75921	.07239	2.2783	2.5653
PSU_NM	110	2.4200	.89932	.08575	2.2501	2.5899
PVT_M	110	2.9655	.85407	.08143	2.8041	3.1269
PVT_NM	110	2.8436	.90356	.08615	2.6729	3.0144
Total	440	2.6627	.88782	.04233	2.5795	2.7459

## Post Hoc Tests Multiple Comparison: Sector &amp; Industry

	(I) Sector	(J) Ind	MD (I-J)	SE	Sig.	95% CI		
						LL	UL	
Tukey	PSU_M	PSU_NM	.00182	.11542	1.000	-.2959	.2995	
		PVT_M	-.54364*	.11542	.000	-.8413	-.2460	
		PVT_NM	-.42182*	.11542	.002	-.7195	-.1241	
	PSU_NM	PSU_M	-.00182	.11542	1.000	-.2995	.2959	
		PVT_M	-.54545*	.11542	.000	-.8431	-.2478	
		PVT_NM	-.42364*	.11542	.002	-.7213	-.1260	
	HSD	PVT_M	PSU_M	.54364*	.11542	.000	.2460	.8413
			PSU_NM	.54545*	.11542	.000	.2478	.8431
			PVT_NM	.12182	.11542	.717	-.1759	.4195
	PVT_NM	PSU_M	.42182*	.11542	.002	.1241	.7195	
		PSU_NM	.42364*	.11542	.002	.1260	.7213	
		PVT_M	-.12182	.11542	.717	-.4195	.1759	

\*. The mean difference is significant at the 0.05 level.

## Homogeneous Subsets

	Sector	N	Subset for alpha = 0.05	
			1	2
Tukey HSD <sup>a</sup>	PSU_NM	110	2.4200	
	PSU_M	110	2.4218	
	PVT_NM	110		2.8436
	PVT_M	110		2.9655
	Sig.			1.000

## Annexure 18: Perception towards Trade Unions

## One-Sample Statistics

		N	M	SD	SEM
Opinion about Trade Unions		440	3.4750	.73699	.03513
<i>Group Statistic: Gender</i>					
Trade Unions	Male	356	3.4504	.74243	.03935
	Female	84	3.5794	.70828	.07728
<i>Group Statistics: Gen Y Cat</i>					
Trade Unions	Early Born	288	3.4878	.75011	.04420
	Late Born	152	3.4507	.71328	.05785
<i>Group Statistics: Education</i>					
Trade Unions	UG	224	3.5409	.71425	.04772
	PG	216	3.4066	.75545	.05140
<i>Group Statistics: Level of Mgmt</i>					
Trade Unions	Lower Mgmt	304	3.4638	.72362	.04150
	Middle Mgmt	136	3.5000	.76819	.06587
<i>Oneway Descriptives: Sectors and Industry together</i>					
PSU_M		110	3.3788	.76089	.07255
PSU_NM		110	3.6242	.65643	.06259
PVT_M		110	3.3258	.75060	.07157
PVT_NM		110	3.5712	.74209	.07076
Total		440	3.4750	.73699	.03513

## Post Hoc Tests: Multiple Comparisons

Dependent Variable: Opinion about Trade Unions

	(I) Sector and Industry	(J) Sector and Industry	SE	SE	Sig.	95% CI	
						LL	UL
Tukey HSD	PSU_M	PSU_NM	-.24545	.09826	.062	-.4989	.0079
		PVT_M	.05303	.09826	.949	-.2004	.3064
	PSU_NM	PVT_NM	-.19242	.09826	.206	-.4458	.0610
		PSU_M	.24545	.09826	.062	-.0079	.4989
	PVT_M	PVT_M	.29848*	.09826	.013	.0451	.5519
		PVT_NM	.05303	.09826	.949	-.2004	.3064
	PVT_NM	PSU_M	-.05303	.09826	.949	-.3064	.2004
		PSU_NM	-.29848*	.09826	.013	-.5519	-.0451
	PVT_M	PVT_NM	-.24545	.09826	.062	-.4989	.0079
		PSU_M	.19242	.09826	.206	-.0610	.4458
	PVT_NM	PSU_NM	-.05303	.09826	.949	-.3064	.2004
		PVT_M	.24545	.09826	.062	-.0079	.4989

\*. The mean difference is significant at the 0.05 level.

## Homogeneous Subsets

	Ownership and Industry	N	Subset for alpha = 0.05	
			1	2
Tukey HSD <sup>a</sup>	PVT_M	110	3.3258	
	PSU_M	110	3.3788	3.3788
	PVT_NM	110	3.5712	3.5712
	PSU_NM	110		3.6242
	Sig.			.062

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 110.000.

## Annexure 19: Preferences for Utilization of ICT and Mobile Gadgets

*Gender*

	MALE				MALE			
	N	M	Mdn	SD	N	M	Mdn	SD
Keeping in touch with friends and family	356	2.02	2.00	1.153	84	1.77	1.00	1.079
online shopping and entertainment	356	3.45	4.00	1.261	84	3.46	4.00	1.124
information access and study purpose	356	2.89	3.00	1.337	84	2.99	3.00	1.217
professional accomplishment	356	2.87	3.00	1.366	84	2.82	3.00	1.390
social media	356	3.77	4.00	1.288	84	3.95	4.50	1.260

*Gen Y category*

	Early Born				Late Born			
	N	M	Mdn	SD	N	M	Mdn	SD
Keeping in touch with friends and family	288	2.09	2.00	1.167	152	1.85	1.00	1.106
online shopping and entertainment	288	3.42	4.00	1.263	152	3.49	4.00	1.206
information access and study purpose	288	2.92	3.00	1.313	152	2.90	3.00	1.319
professional accomplishment	288	2.75	3.00	1.371	152	2.97	3.00	1.361
social media	288	3.82	4.00	1.317	152	3.79	4.00	1.250

*Education*

	UG				PG			
	N	M	Mdn	SD	N	M	Mdn	SD
Keeping in touch with friends and family	224	1.98	2.00	1.146	216	1.96	1.50	1.141
online shopping/ entertainment	224	3.43	4.00	1.244	216	3.48	4.00	1.227
information access and study purpose	224	2.89	3.00	1.333	216	2.93	3.00	1.298
professional accomplishment	224	2.88	3.00	1.353	216	2.85	3.00	1.388
social media	224	3.83	4.00	1.273	216	3.78	4.00	1.295

*Level of Management*

	Lower Mgmt				Middle Mgmt			
	N	M	Mdn	SD	N	M	Mdn	SD
Keeping in touch with friends and family	304	1.83	1.00	1.100	136	2.28	2.00	1.178
online shopping and entertainment	304	3.45	4.00	1.220	136	3.46	4.00	1.270
information access and study purpose	304	2.98	3.00	1.301	136	2.74	3.00	1.333
professional accomplishment	304	2.87	3.00	1.339	136	2.83	3.00	1.438
social media	304	3.86	4.00	1.233	136	3.69	4.00	1.385

*Sector & Ind.*

	Mean Rank	N	Sector	Mean Rank	
Keeping in touch with friends and family	219.49	110	PSU_M	225.33	professional accomplishment
	211.31	110	PSU_NM	235.63	
	216.93	110	PVT_M	251.34	
	234.27	110	PVT_NM	169.70	
		440	Total		
Personal use like online shopping and entertainment	228.67	110	PSU_M	251.19	social media
	203.51	110	PSU_NM	209.69	
	232.66	110	PVT_M	196.87	
	217.16	110	PVT_NM	224.25	
		440	Total		
information access and study purpose	177.93	110	PSU_M		
	243.39	110	PSU_NM		
	206.45	110	PVT_M		
	254.23	110	PVT_NM		
		440	Total		

## Annexure 20: Factors Preferred By Gen Y to Feel Sense of Belongingness

<b>Gender</b>	MALE				FEMALE			
	N	M	Mdn	SD	N	M	Mdn	SD
Organisational culture	356	2.82	3.00	1.59	84	2.57	2.00	1.51
Employee's overall development	356	2.90	2.00	1.66	84	3.18	3.00	1.56
Social security	356	3.55	4.00	1.57	84	3.52	3.00	1.75
Welfare activities	356	3.87	4.00	1.48	84	3.65	4.00	1.66
Recognition at workplace	356	3.92	4.00	1.76	84	4.05	4.50	1.76
Amenities/ facilities	356	3.95	4.00	1.76	84	4.02	4.00	1.56
<b>Gen Y category</b>	Early Born				Late Born			
Organisational culture	288	2.76	3.00	1.58	152	2.78	3.00	1.58
Employee's overall development	288	3.04	3.00	1.64	152	2.87	3.00	1.65
Social security	288	3.41	3.00	1.61	152	3.68	4.00	1.59
Welfare activities	288	3.85	4.00	1.52	152	3.80	4.00	1.53
Recognition at workplace	288	3.95	4.00	1.75	152	3.94	4.00	1.78
Amenities/ facilities	288	3.99	4.00	1.75	152	3.94	4.00	1.59
<b>Education</b>	UG				PG			
Organisational culture	224	2.75	3.00	1.56	216	2.79	2.00	1.60
Employee's overall development	224	2.99	3.00	1.65	216	2.91	2.00	1.65
Social security	224	3.50	4.00	1.65	216	3.59	4.00	1.56
Welfare activities	224	3.82	4.00	1.53	216	3.83	4.00	1.51
Recognition at workplace	224	3.86	4.00	1.76	216	4.03	4.00	1.74
Amenities/ facilities	224	4.07	4.00	1.67	216	3.86	4.00	1.78
<b>Level of Management</b>	Lower Mgmt				Middle Mgmt			
Organisational culture	304	2.80	3.00	1.55	136	2.71	2.00	1.64
Employee's overall development	304	3.02	3.00	1.66	136	2.80	2.00	1.61
Social security	304	3.46	4.00	1.65	136	3.73	4.00	1.50
Welfare activities	304	3.82	4.00	1.49	136	3.83	4.00	1.58
Recognition at workplace	304	3.96	4.00	1.78	136	3.90	4.00	1.72
Amenities/ facilities	304	3.94	4.00	1.74	136	4.02	4.00	1.70

<b>Sector</b>	Mean Rank	N	Sector	Mean Rank	
amenities and facilities	204.76	110	PSU_MFG	232.31	organisational culture
	210.77	110	PSU_NM	201.75	
	229.98	110	PVT_MFG	223.07	
	236.49	110	PVT_NM	224.86	
social security	245.85	110	PSU_MFG	206.06	employees overall development
	209.24	110	PSU_NM	246.14	
	229.06	110	PVT_MFG	203.46	
	197.84	110	PVT_NM	226.34	
welfare activities	232.60	110	PSU_MFG	200.16	recognition at workplace
	221.36	110	PSU_NM	238.81	
	230.29	110	PVT_MFG	203.63	
	197.75	110	PVT_NM	239.39	
amenities and facilities	223.83	113	Rural	224.38	organisational culture
		87	Semi Urban	222.68	
		240	Urban	217.88	
social security	229.41	113	Rural	206.09	employees overall development
		87	Semi Urban	202.27	
		240	Urban	233.89	
welfare activities	209.52	113	Rural	224.84	recognition at workplace
		87	Semi Urban	236.44	
		240	Urban	212.68	
		440	Total		

## Annexure 21: Perception about Factors Affecting Morale at Workplace

	M	N	S.D.	Mdn	M	N	SD.	Mdn
<b>Gender</b>	Male				Female			
justice and equity	2.51	356	1.460	2.00	2.32	84	1.272	2.00
physical amenities at workplace	3.96	356	1.149	4.00	4.13	84	1.095	4.00
work life balance	2.62	356	1.172	3.00	2.32	84	1.253	2.00
freedom at workplace	3.38	356	1.283	4.00	3.63	84	1.190	4.00
pay and perks	2.53	356	1.373	2.00	2.60	84	1.233	2.00
<b>Gen Y Category</b>	Early Born				Late Born			
justice and equity	2.50	288	1.433	2.00	2.46	152	1.424	2.00
physical amenities at workplace	3.94	288	1.186	4.00	4.04	152	1.090	4.00
work life balance	2.57	288	1.190	3.00	2.55	152	1.197	3.00
freedom at workplace	3.43	288	1.271	4.00	3.43	152	1.268	4.00
pay and perks	2.56	288	1.361	2.00	2.52	152	1.334	2.00
<b>Education</b>	UG				PG			
justice and equity	2.37	224	1.408	2.00	2.59	216	1.441	2.00
physical amenities at workplace	4.03	224	1.144	4.00	3.95	216	1.136	4.00
work life balance	2.49	224	1.160	2.50	2.64	216	1.223	3.00
freedom at workplace	3.51	224	1.246	4.00	3.34	216	1.288	3.00
pay and perks	2.60	224	1.309	2.00	2.48	216	1.384	2.00
<b>Level of Management</b>	Lower Mgmt				Middle Mgmt			
justice and equity	2.45	304	1.416	2.00	2.54	136	1.455	2.00
physical amenities at workplace	4.00	304	1.124	4.00	3.96	136	1.176	4.00
work life balance	2.54	304	1.205	3.00	2.62	136	1.167	3.00
freedom at workplace	3.51	304	1.221	4.00	3.25	136	1.354	3.00
pay and perks	2.50	304	1.335	2.00	2.62	136	1.372	2.00

## Mean Rank Score: Kruskal Wallis

Mean Rank	N	Birthplace		Sector	N	Mean Rank
225.11	113	Rural	justice and equity	PSU_M	110	199.71
223.51	87	Semi Urban		PSU_S	110	220.30
217.24	240	Urban		PVT_M	110	218.12
	440	Total		PVT_S	110	243.88
223.12	113	Rural	physical amenities at workplace	PSU_M	110	252.54
220.28	87	Semi Urban		PSU_S	110	215.84
219.35	240	Urban		PVT_M	110	200.08
	440	Total		PVT_S	110	213.55
216.27	113	Rural	work life balance	PSU_M	110	215.31
234.97	87	Semi Urban		PSU_S	110	201.70
217.25	240	Urban		PVT_M	110	270.98
	440	Total		PVT_S	110	194.01
202.67	113	Rural	freedom at workplace	PSU_M	110	190.62
235.48	87	Semi Urban		PSU_S	110	243.78
223.46	240	Urban		PVT_M	110	218.92
	440	Total		PVT_S	110	228.68
233.64	113	Rural	pay and perks	PSU_M	110	252.43
192.27	87	Semi Urban		PSU_S	110	220.10
224.55	240	Urban		PVT_M	110	195.21
	440	Total		PVT_S	110	214.26

## Annexure 22: Openness in communication, Socially Networked and Egalitarianism

*One-Sample Statistics*

	N	M	SD	SEM
Openness in communication	440	4.0085	.58460	.02787
Socially Networked	440	3.3568	.80782	.03851
Egalitarianism	440	2.6739	.88643	.04226

*Group Statistics: Gender*

Openness in communication	Male	356	4.0154	.58872	.03120
	Female	84	3.9792	.56931	.06212
Socially Networked	Male	356	3.4157	.80224	.04252
	Female	84	3.1071	.78798	.08598
Egalitarianism	Male	356	2.7093	.89073	.04721
	Female	84	2.5238	.85695	.09350

*Group Statistics: Gen Y Cat*

Openness in communication	Early Born	288	4.0495	.56574	.03334
	Late Born	152	3.9309	.61318	.04974
Socially Networked	Early Born	288	3.3854	.78580	.04630
	Late Born	152	3.3026	.84798	.06878
Egalitarianism	Early Born	288	2.6493	.86266	.05083
	Late Born	152	2.7204	.93095	.07551

*Group Statistics: Edn Level*

Openness in communication	UG	224	3.9922	.61892	.04135
	PG	216	4.0255	.54766	.03726
Socially Networked	UG	224	3.3438	.82568	.05517
	PG	216	3.3704	.79056	.05379
Egalitarianism	UG	224	2.6942	.88536	.05916
	PG	216	2.6528	.88910	.06050

*Group Statistics: Level of Management*

Openness in communication	Sup to SO	304	3.9663	.56425	.03236
	Mgr to GM	136	4.1029	.61949	.05312
Socially Networked	Sup to SO	304	3.2878	.82166	.04713
	Mgr to GM	136	3.5110	.75637	.06486
Egalitarianism	Sup to SO	304	2.7155	.89117	.05111
	Mgr to GM	136	2.5809	.87182	.07476

*Descriptives*

		N	M	SD	SE	95% CI	
						LL	UL
Openness in communication	PSU_M	110	3.9523	.61002	.05816	3.8370	4.0676
	PSU_NM	110	3.9250	.51083	.04871	3.8285	4.0215
	PVT_M	110	4.0545	.59565	.05679	3.9420	4.1671
	PVT_NM	110	4.1023	.60606	.05779	3.9877	4.2168
	Total	440	4.0085	.58460	.02787	3.9537	4.0633
Socially Networked	PSU_M	110	3.1273	.87900	.08381	2.9612	3.2934
	PSU_NM	110	3.3364	.66052	.06298	3.2115	3.4612
	PVT_M	110	3.3727	.75552	.07204	3.2300	3.5155
	PVT_NM	110	3.5909	.85986	.08198	3.4284	3.7534
	Total	440	3.3568	.80782	.03851	3.2811	3.4325
Egalitarianism	PSU_M	110	2.5636	.89624	.08545	2.3943	2.7330
	PSU_NM	110	2.5182	.78672	.07501	2.3695	2.6669
	PVT_M	110	2.8273	.88420	.08431	2.6602	2.9944
	PVT_NM	110	2.7864	.94203	.08982	2.6083	2.9644
	Total	440	2.6739	.88643	.04226	2.5908	2.7569

## Annexure 22: Openness in communication, Socially Networked and Egalitarianism

## Descriptives

		N	M	SD	SE	95% CI	
						LL	UL
Openness in communication	Rural	113	3.9889	.56239	.05291	3.8841	4.0938
	Semi Urban	87	3.9885	.54173	.05808	3.8730	4.1040
	Urban	240	4.0250	.61100	.03944	3.9473	4.1027
	Total	440	4.0085	.58460	.02787	3.9537	4.0633
Socially Networked	Rural	113	3.4912	.74696	.07027	3.3519	3.6304
	Semi Urban	87	3.3448	.79720	.08547	3.1749	3.5147
	Urban	240	3.2979	.83453	.05387	3.1918	3.4040
	Total	440	3.3568	.80782	.03851	3.2811	3.4325
Egalitarianism	Rural	113	2.7788	.89127	.08384	2.6126	2.9449
	Semi Urban	87	2.5805	.82078	.08800	2.4055	2.7554
	Urban	240	2.6583	.90555	.05845	2.5432	2.7735
	Total	440	2.6739	.88643	.04226	2.5908	2.7569

## Multiple Comparisons

Dependent Variable	(I) Sector and Industry	(J) Sector and Industry	MD (I-J)	SE	Sig.	95% CI		
						LL	UL	
Socially Networked	Games-Howell	PSU_NM	-.20909	.10483	.193	-.4807	.0625	
		PSU_M	PVT_M	-.24545	.11051	.121	-.5316	.0407
			PVT_NM	-.46364*	.11724	.001	-.7672	-.1601
			PSU_M	.20909	.10483	.193	-.0625	.4807
		PSU_NM	PVT_M	-.03636	.09568	.981	-.2841	.2114
			PVT_NM	-.25455	.10338	.069	-.5223	.0132
			PSU_M	.24545	.11051	.121	-.0407	.5316
		PVT_M	PSU_NM	.03636	.09568	.981	-.2114	.2841
			PVT_NM	-.21818	.10914	.192	-.5008	.0644
			PSU_M	.46364*	.11724	.001	.1601	.7672
		PVT_NM	PSU_NM	.25455	.10338	.069	-.0132	.5223
			PVT_M	.21818	.10914	.192	-.0644	.5008
			PSU_NM	.04545	.11854	.981	-.2603	.3512
			PSU_M	PVT_M	-.26364	.11854	.118	-.5693
		PVT_NM	-.22273	.11854	.239	-.5284	.0830	
Egalitarianism	Tukey HSD	PSU_M	-.04545	.11854	.981	-.3512	.2603	
		PSU_NM	PVT_M	-.30909*	.11854	.046	-.6148	-.0034
			PVT_NM	-.26818	.11854	.109	-.5739	.0375
			PSU_M	.26364	.11854	.118	-.0421	.5693
		PVT_M	PSU_NM	.30909*	.11854	.046	.0034	.6148
			PVT_NM	.04091	.11854	.986	-.2648	.3466
			PSU_M	.22273	.11854	.239	-.0830	.5284
		PVT_NM	PSU_NM	.26818	.11854	.109	-.0375	.5739
		PVT_M	-.04091	.11854	.986	-.3466	.2648	

\*. The mean difference is significant at the 0.05 level.

## Annexure 23. Delegation of Authority and Job Engagement

## One-Sample Statistics

		N	M	SD	SEM
<i>Delegation of Authority</i>	Delegates authority	440	3.51	.778	.037
	Free rein style	440	3.85	.759	.036
<i>Job Engagement</i>	Enjoys job in organisation.	440	3.93	.852	.041
	Puts extra effort	440	4.04	.796	.038
	Follows nonconventional way	440	3.93	.939	.045
	Feels productive	440	4.16	.755	.036
	Desires immediate feedback	440	3.74	.826	.039
	Seeks help to know-how n know-why	440	4.14	.714	.034

## Ranks Job Engagement: Sec &amp; Ind., and Birthplace

Sector and Industry	N	Mean Rank	Mean Rank	N	Birthplace Starta
PSU_M	110	234.56	231.46	113	Rural
PSU_NM	110	224.09	213.57	87	Semi Urban
PVT_M	110	199.97	217.85	240	Urban
PVT_NM	110	223.38		440	Total
Total	440				
PSU_M	110	202.02	235.65	113	Rural
PSU_NM	110	179.60	219.02	87	Semi Urban
PVT_M	110	222.56	213.90	240	Urban
PVT_NM	110	277.82		440	Total
Total	440				
PSU_M	110	236.64	217.79	113	Rural
PSU_NM	110	204.13	237.90	87	Semi Urban
PVT_M	110	221.68	215.47	240	Urban
PVT_NM	110	219.55		440	Total
Total	440				
PSU_M	110	222.86	207.73		Rural
PSU_NM	110	203.77	221.92	113	Semi Urban
PVT_M	110	233.77	226.00	87	Urban
PVT_NM	110	221.60		240	Total
Total	440			440	
PSU_M	110	199.44	217.21	113	Rural
PSU_NM	110	202.18	227.13	87	Semi Urban
PVT_M	110	250.38	219.65	240	Urban
PVT_NM	110	230.01		440	Total
Total	440				
PSU_M	110	236.27	224.53	113	Rural
PSU_NM	110	203.05	242.51	87	Semi Urban
PVT_M	110	226.25	210.63	240	Urban
PVT_NM	110	216.44		440	Total
Total	440				

## Annexure 24

- i. Technology Adaptability
- ii. Awareness about Jobs, Job Trends, and Entrepreneurial Desire
- iii. Perception and Behaviour about Organisation, Bosses' Authority and Trend Follower

*One-Sample Statistics*

		N	M	SD	SEM
Technology Adaptability	Accustomed to technology	440	3.88	.777	.037
	Comfort with technology	440	4.33	.686	.033
	Acceptance of new tech	440	4.53	.595	.028
Awareness about Jobs, Job Trends, and Entrepreneurial Desire	Awareness about employee welfare rules	440	3.76	.892	.043
	Awareness about job trends	440	3.86	.816	.039
	Entrepreneurial Desire	440	3.04	1.102	.053
Perception and Behaviour about Organisation, Bosses' Authority and Trend Follower	Compliant organisation	440	3.86	.835	.040
	Acceptance of bosses' authority	440	2.73	1.102	.053
	Trend follower	440	3.86	.861	.041

*Ranks Sector and Industry*

Category	N	Mean Rank		Mean Rank		Mean Rank	
PSU_M	110	231.97		218.88		173.14	
PSU_NM	110	201.11	Accustomed to technology	212.11	Awareness about employee welfare rules	213.56	
PVT_M	110	231.02		230.85		Compliant organisation	227.99
PVT_NM	110	217.90		220.16			267.31
Total	440						
PSU_M	110	249.48		Comfort with technology		207.74	Awareness about job trends
PSU_NM	110	205.49	171.97		Acceptance of bosses' authority	229.40	
PVT_M	110	203.18	257.63			224.09	
PVT_NM	110	223.85	244.67			229.75	
Total	440						
PSU_M	110	239.25	Acceptance of new tech	191.65	Entrepreneurial Desire	216.45	
PSU_NM	110	217.95		203.93		Trend follower	213.20
PVT_M	110	212.32		244.67			231.49
PVT_NM	110	212.49		241.75			220.86
Total	440						

*Birthplaces Starta*

	Category	N	Mean Rank
Awareness about employee welfare rules	Rural	113	225.63
	Semi Urban	87	213.94
	Urban	240	220.46
	Total	440	
Awareness about job trends	Rural	113	229.27
	Semi Urban	87	211.09
	Urban	240	219.78
	Total	440	
Entrepreneurial Desire	Rural	113	231.38
	Semi Urban	87	222.32
	Urban	240	214.72
	Total	440	

## Annexure 25. Job Hopping

**One-Sample Statistics**

	N	M	SD	SEM
No. of Job Changed During Professional Career	440	1.49	1.549	.074

**Correlations: Descriptive Statistics**

	M	SD	N
Total Experience	1.94	.802	440
No. of Job Changed During Professional Career	1.49	1.549	440

**Gender**

	N	M	SD	SD
No. of Job Changed During Professional Career	Male	356	1.63	1.606
	Female	84	.89	1.109

**Edn Level**

	N	M	SD	SD
No. of Job Changed During Professional Career	UG	224	1.42	1.622
	PG	216	1.56	1.471

**Level of Management**

	N	M	SD	SD
No. of Job Changed During Professional Career	Lower Mgmt	304	1.16	1.327
	Middle Mgmt	136	2.21	1.760

**Sector and Ind**

	N	M	SD	SE	95% CI	
					LL	UL
PSU_M	110	.75	1.215	.116	.52	.98
PSU_NM	110	.97	1.036	.099	.78	1.17
PVT_M	110	2.32	1.734	.165	1.99	2.65
PVT_NM	110	1.91	1.554	.148	1.62	2.20
Total	440	1.49	1.549	.074	1.34	1.63

**Multiple Comparisons**

	(I) Sector and Industry	(J) Sector and Industry	MD (I-J)	Std. Error	Sig.	95% CI	
						LL	UL
Games-Howell	PSU_M	PSU_NM	-.227	.152	.443	-.62	.17
		PVT_M	-1.573*	.202	.000	-2.10	-1.05
		PVT_NM	-1.164*	.188	.000	-1.65	-.68
	PSU_NM	PSU_M	.227	.152	.443	-.17	.62
		PVT_M	-1.345*	.193	.000	-1.84	-.85
		PVT_NM	-.936*	.178	.000	-1.40	-.47
	PVT_M	PSU_M	1.573*	.202	.000	1.05	2.10
		PSU_NM	1.345*	.193	.000	.85	1.84
		PVT_NM	.409	.222	.256	-.17	.98
	PVT_NM	PSU_M	1.164*	.188	.000	.68	1.65
		PSU_NM	.936*	.178	.000	.47	1.40
		PVT_M	-.409	.222	.256	-.98	.17

\*. The mean difference is significant at the 0.05 level.

**Homogeneous Subsets**

	Ownership and Industry	N	Subset for alpha = 0.05	
			1	2
Games-Howell <sup>a</sup>	PSU_M	110	.75	
	PSU_NM	110	.97	
	PVT_NM	110		1.91
	PVT_M	110		2.32
	Sig.		.631	.139

Means for groups in homogeneous subsets are displayed. a. Uses Harmonic Mean Sample Size = 110.

**Descriptives**

	N	M	SD	SE	95% CI for Mean	
					LL	UL
Rural	113	1.47	1.642	.155	1.16	1.78
Semi Urban	87	1.79	1.526	.164	1.47	2.12
Urban	240	1.38	1.504	.097	1.19	1.57
Total	440	1.49	1.549	.074	1.34	1.63

## Annexure 26: Results at a Glance

Analysis		Univariate		Bivariate						Multivariate					
Independent Variables		Gen Y		Gender		Gen Y cat		Education		Mgt. Level		Sec & Ind		Birthplace	
Results		Sig.	ns	Sig.	ns	Sig.	ns	Sig.	ns	Sig.	ns	Sig.	ns	Sig.	ns
Component/ Construct	Factor/ Item														
<b>Q.20 Factors considered While Opting for First Job</b>															
Work Condition		One-t Positive		Ind-t Female > male		Ind-t		Ind-t		Ind-t		Oneway-ANOVA		Oneway-ANOVA Urban > SU > Rural Rural & Urban: Sig	
Work Comfort		One-t		Ind-t		Ind-t		Ind-t		Ind-t		Oneway-ANOVA Pvt_M > Pvt_NM > PSU_NM > PSU_M PSU_M & Pvt_M: Sig		Oneway-ANOVA	
Opportunity for personal development		One-t Positive		Two-KSZ F > M		Two-KSZ		Two-KSZ		Two-KSZ		KW-H		KW-H	
Family needs		One-t Positive		Two-KSZ M > F		Two-KSZ		Two-KSZ		Two-KSZ		KW-H		KW-H Rural > SU > Urban	
<b>Q.21 Factors influencing choice of profession</b>															
Because of interest in this profession		One-t Positive		Two-KSZ		Two-KSZ		Two-KSZ		Two-KSZ		KW-H Pvt_M > Pvt_NM > PSU_M > PSU_NM		KW-H	
According to my family Guidance		One-t		Two-KSZ F > M		Two-KSZ		Two-KSZ		Two-KSZ		KW-H		KW-H	
Salary and fringe benefits		One-t Positive		Two-KSZ		Two-KSZ		Two-KSZ		Two-KSZ		KW-H PSU_NM > PSU_M > Pvt_NM > Pvt_M		KW-H	
My qualification matches to this profession		One-t Positive		Two-KSZ		Two-KSZ		Two-KSZ		Two-KSZ		KW-H		KW-H	

## Annexure 26: Results at a Glance

Employment/ Career opportunities	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H Pvt_NM > PSU_NM > Pvt_M > PSU_M	KW-H
<b>Q22. Motivating factors to continue in the job</b>							
Pay and perks	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
Decent work Environment	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
Courteous Boss	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H PSU_NM > Pvt_NM > Pvt_M > PSU_M	KW-H
Recognition	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
Job Security	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H PSU_NM > PSU_M > Pvt_M > Pvt_NM	KW-H
Flexible work schedule	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H Pvt_NM > Pvt_M > PSU > NM > PSU_M	KW-H
Opportunity for personal development	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H Pvt_NM > Pvt_M > PSU > NM > PSU_M	KW-H
<b>Q23. Factors that may be decisive to switch over jobs in future</b>							
Job Conditions	One-t Positive	Ind-t	Ind-t	Ind-t	Ind-t	Oneway ANOVA	Oneway ANOVA

## Annexure 26: Results at a Glance

Ethics and Values	One-t Positive	Ind-t Female > male	Ind-t	Ind-t	Ind-t	Oneway ANOVA PSU_M > PSU_NM > Pvt_M > Pvt_NM PSU_M & Pvt_M: Sig PSU_M & Pvt_NM: Sig	Oneway ANOVA Rural > Urban > SU Rural & SU: Sig Rural & Urban: Sig
Seeking lifetime employment	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
<b>Q24. Attitude towards Learning New Skills</b>							
Even if I need to put extra effort	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
Even if my area of responsibility is increased	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
Even if I get Slightly less fringe benefits	One-t	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H PSU_M > PSU_NM >Pvt_M > Pvt_NM	KW-H: Rural > Urban > SU
Provided I am comfortable to do so	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H PSU_M > PSU_NM > Pvt_M > Pvt_NM	KW-H
Unless it will have impact on my career	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
Provided it has an element of self-development	One-t Positive	Two-KSZ F > M	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
<b>Q25. Preferred Thrust Areas of Training and Development by Gen Y</b>							
Technical	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ UG > PG	Two-KSZ	KW-H	KW-H
Administrative	One-t Positive	Two-KSZ F > M	Two-KSZ	Two-KSZ	Two-KSZ Lower > Middle	KW-H PSU_NM > PSU_M > Pvt_M > Pvt_NM	KW-H
Soft skills	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H

## Annexure 26: Results at a Glance

					Lower > Middle		
Managerial	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
Leadership	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW-H	KW-H
<b>Q26. Perception about characteristics of a 'team' at the workplace</b>							
Team Perception	One-t Positive	Ind-t	Ind-t	Ind-t	Ind-t Middle > Lower	Oneway ANOVA PSU_NM > Pvt_NM > Pvt_M > PSU_M PSU_M & PSU_NM: Sig PSU_M & Pvt_NM: Sig	Oneway ANOVA
<b>Q27. Feelings of Gen Y Leading to Distraction in Work</b>							
Distraction	One-t Negative	Ind-t	Ind-t	Ind-t	Ind-t	Oneway ANOVA All Negative side PSU_M = PSU_NM < Pvt_NM < Pvt_M < <b>Neutral</b> PSU_M & Pvt_M: Sig PSU_NM & Pvt_M: Sig PSU_NM & Pvt_NM: Sig	Oneway ANOVA
<b>Q28. Perception towards Trade Unions</b>							
Opinion towards TUs	One-t Positive	Ind-t	Ind-t	Ind-t	Ind-t	Oneway ANOVA PSU_NM > Pvt_NM > PSU_M > Pvt_M PSU_NM & Pvt_M: Sig	Oneway ANOVA

## Annexure 26: Results at a Glance

<b>Q23. Preferences for Utilization of ICT and Mobile Gadgets</b>							
Keeping in touch with friends and family	1	MWU	MWU	MWU	MWU LM > MM	KW_H	KW_H
Utilising for professional accomplishment	2	MWU	MWU	MWU	MWU	KW_H Pvt_NM > PSU_M > PSU_NM > Pvt_M	KW_H
information access and study purpose	3	MWU	MWU	MWU	MWU	KW_H PSU_M > Pvt_M > PSU_NM > Pvt_NM	KW_H
Online Shopping and entertainment	4	MWU	MWU	MWU	MWU	KW_H	KW_H
Social media	5	MWU	MWU	MWU	MWU	KW_H Pvt_M > PSU_NM > Pvt_NM > PSU_M	KW_H
<b>Q30. Factors Preferred By Gen Y to Feel Sense of Belongingness</b>							
Organisational culture	1	MWU	MWU	MWU	MWU	KW_H	KW_H
Employee's overall development	2	MWU	MWU	MWU	MWU	KW_H Pvt_M > PSU_M > Pvt_NM > PSU_NM	KW_H SU > Rural > Urban
Social security	3	MWU	MWU	MWU	MWU	KW_H Pvt_NM > PSU_NM > Pvt_M > PSU_M	KW_H
Welfare activities	4	MWU	MWU	MWU	MWU	KW_H	KW_H

Annexure 26: Results at a Glance

Recognition at workplace	5	MWU	MWU	MWU	MWU	KW_H PSU_M > Pvt_M > PSU_NM > Pvt_NM	KW_H
Amenities/ facilities	6	MWU	MWU	MWU	MWU	KW_H	KW_H
<b>Q31. Perception about Factors Affecting Morale at Workplace</b>							
Justice and equity	1	MWU	MWU	MWU	MWU	KW_H	KW_H
Pay and perks	2	MWU	MWU	MWU	MWU	KW_H Pvt_M > Pvt_NM > PSU_NM > PSSSU_M	KW_H SU > Urban > Rural
Work life balance	3	MWU F > M	MWU	MWU	MWU	KW_H Pvt_NM > PSU_NM > PSU_M > Pvt_M	KW_H
Freedom at workplace	4	MWU	MWU	MWU	MWU	KW_H PSU_M > Pvt_M > Pvt_NM > PSU_NM	KW_H
Physical amenities at workplace	5	MWU	MWU	MWU	MWU	KW_H Pvt_M > Pvt_NM > PSU_NM > PSU_M	KW_H
<b>Q32. Openness in communication, Social Networking and Egalitarianism</b>							
Openness in communication	One-t Positive	Ind-t	Ind-t Early > Late	Ind-t	Ind-t MM > LM	Oneway ANOVA	Oneway ANOVA
Social networking	One-t Positive	Ind-t M > F	Ind-t	Ind-t	Ind-t MM > LM	Oneway ANOVA Pvt_NM > Pvt_M > PSU_NM > PSU_M  Pvt_M & PSU_M: Sig Pvt_NM & PSU_M: Sig	Oneway ANOVA

## Annexure 26: Results at a Glance

Egalitarianism	One-t Negative	Ind-t	Ind-t	Ind-t	Ind-t	Oneway ANOVA Neutral > Pvt_M > Pvt_NM >PSU_M > PSU_NM Pvt_M & PSU_NM: Sig	Oneway ANOVA
<b>Q32. Delegation of Authority by Gen Y Managers</b>							
Delegates authority	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ MM > LM	KW_H	KW_H
Free rein style	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ MM > LM	KW_H	KW_H
<b>Q32. Job Engagement</b>							
Enjoys job in organisation.	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
Puts extra effort	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H Pvt_NM > Pvt_M > PSU_M > PSU_NM	KW_H
Follows nonconventional way	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
Feels productive	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
Desires immediate feedback	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H Pvt_M > Pvt_NM > PSU_NM > PSU_M	KW_H
Seeks help to know-how n know-why	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
<b>Q32. Technology adaptability</b>							
Accustomed to technology	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
Comfort with technology	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H PSU_M > Pvt_NM > PSU_NM > Pvt_M	KW_H

## Annexure 26: Results at a Glance

Acceptance of new tech	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
<b>Q32. Awareness about Jobs, Job Trends, and Entrepreneurial Desire</b>							
Awareness about employee welfare rules	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
Awareness about job trends	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H Pvt_M > Pvt_NM > PSU_M > PSU_NM	KW_H
Entrepreneurial Desire	One-t	Two-KSZ Male > Female	Two-KSZ	Two-KSZ	Two-KSZ	KW_H Pvt_M > Pvt_NM > PSU_NM > PSU_M	KW_H
<b>Q32. Perception and Behaviour of Gen Y about Organisation, Bosses' Authority and Trend Follower</b>							
Compliant organisation	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H Pvt_NM > Pvt_M > PSU_NM > PSU_M	KW_H
Acceptance of bosses' authority	One-t Negative	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
Trend follower	One-t Positive	Two-KSZ	Two-KSZ	Two-KSZ	Two-KSZ	KW_H	KW_H
<b>Q17. Job Hopping Characteristics: Correlation of Years of experience and no. of jobs changed- Positive Correlation of 0.37</b>							
No. of Jobs Changed During Professional Career	One-t Positive	Ind-t M > F	Ind-t Early > Late	Ind-t	Ind-t MM > LM	Oneway ANOVA Pvt_M > Pvt_NM > PSU_NM > PSU_M  PSU_M & Pvt_M: Sig PSU_M & Pvt_NM: Sig PSU_NM & Pvt_M: Sig PSU_NM & Pvt_NM: Sig	Oneway ANOVA

## Annexure 27 Capitaline Plus Data

**Rate of Growth (%) YoY**

<b>Sales</b>					<b>Profit After Tax</b>			
Mar-16	Mar-17	Mar-18	Mar-19		Mar-16	Mar-17	Mar-18	Mar-19
-14.2	11.4	14	19.63	IOCL	113.2	69.95	11.72	-20.86
-1.82	2.04	19.65	-0.35	GNFC	138.2	201.89	51.45	-6.12
13.46	-13.43	15.2	35.9	GSFC	2.21	2.48	13.4	3.77
-31.65	-16.13	21.03	25.6	GGL	-57.54	16.55	32.74	43.13
7.61	7.02	25.63	10.14	PSB_3	-24.05	5.36	-162.45	113.17
0.62	-5.98	-0.33	13.47	PSB_1	-204.08	139.89	-476.34	108.22
0.36	1.43	0.27	4.03	PSB_2	-24.14	-58.92	-1,045.11	43.83
-11.79	-4.13	23.4	36.74	EIL	-10.32	17.69	16.25	-2.06
14.12	28.36	1.74	8.94	TNIACL	-31.99	7.85	118.36	-73.66
13.69	20.05	6.89	1.89	United India	-26.61	-967.46	152.4	-287.29
3.29	-13.3	-12.64	-1.6	PANS	-7.34	-62.07	56.3	-52.96
-2.07	1.68	6.38	17.02	APOLLO	55.35	-19.9	-22.47	-4.87
-0.05	-3.99	13.64	8.57	MAIL_W	-47.2	72.06	20.38	-20.05
10.71	17.8	5.06	3.35	INOX GROUP	21.84	9.22	4.31	19.06
21.69	5.18	10.44	25.52	INOX LL	227.79	-62.44	276.12	16.43
-39.49	81.39	2.69	6.77	ICICI P	0.62	1.92	-3.71	-29.58
13.99	27.71	12.14	61.51	ICICI L	-13.66	38.89	22.78	21.75
68.56	8.02	11.58	20.97	KMBL	11.99	63.25	19.72	19.12
7.43	2.69	1.49	15.35	ICICI BANK	-12.97	0.77	-30.85	-50.37
-47.82	67.26	0.17	8.8	BALICL	0.31	-4.86	-14.37	-29.92
16.69	7.95	5.03	26.52	TCS	19.83	2.5	6.71	19.11
-15.47	14.8	263.02	137.38	FUTURE	48.78	76.19	260	900
12.73	17.88	9.05	9.76	M_FIN	20.73	45.74	50.66	10.95
1.76 %	11.55%	19.81 %	21.6 %	Average Growth	8.74%	-17.54%	-27.91%	32.21%

**Rate of Growth (%) YOY: Converted from Unit currency (Cr.)/ Unit Currency (Rs.) to per cent**

<b>Reserves</b>					<b>Earnings per Share</b>			
Mar-16	Mar-17	Mar-18	Mar-19		Mar-16	Mar-17	Mar-18	Mar-19
	10.65	6.00	-1.2	IOCL		36.61	22.52	17.95
	16.78	18.00	12.53	GNFC		33.54	50.8	47.69
	19.7	10.57	0.08	GSFC		10.53	11.94	12.39
	9.87	13.37	19.75	GGL		15.94	21.16	6.06
	30.65	16.39	0.81	PSB_3		13.15	0	0.97
	6.52	5.38	1.58	PSB_1		18.78	0	4.61
	2.44	5.18	3.25	PSB_2		8.08	0	0
	-5.77	-19.97	0.4	EIL		4.82	5.98	5.86
	69.07	-23.42	-1.02	TNIACL		50.4	26.71	3.52
	-34.31	27.35	-40.15	United India		0	66.84	0
	3.85	5.15	-1.71	PANS		8.36	13.06	6.15
	14.6	36.42	5.28	APOLLO		15.77	10.88	10.35
	16.43	8.14	7.04	MAIL_W		6.91	4.16	3.33
	14.09	13.86	14.46	INOX GROUP		241.91	252.32	300.43
	7.04	25.65	50.26	INOX LL		3.17	11.92	13.01
	36.55	3.87	5.81	ICICI_P		11.72	11.28	7.94
	17.43	24.83	21.01	ICICI_L		14.85	18.98	23.1
	15.85	36.83	13.45	KMBL		18.53	21.43	25.49
	11.53	5.15	3.08	ICICI BANK		16.84	10.54	5.22
	11.28	8.92	4.8	BALICL		55.49	47.52	33.3
	20.07	-2.76	3.76	TCS		111.01	132.15	80.17
	0	0.37	3.75	FUTURE		0	0.04	0.42
	17.17	21.17	26.71	M_FIN		28.31	44.43	49.22
	13.54%	10.72%	6.68%	Average Growth		5%	8%	-16%

*Annexure 27 Capitaline Plus Data**Legends*

APOLLO	Apollo Tyres Ltd.
BALICL	Bajaj Allianz Life Insurance (WOS Bajaj Finserv)
EIL	Engineers India Ltd.
FUTURE	Future Group
GFL	Gujarat Fluorochemicals Limited
GGL	Gujarat Gas Ltd.
GNFC	GNFC Ltd.
GSFC	GSFC Ltd.
ICICI_P	ICICI Prudential Life Insurance/ ICICI Lombard
INOX_LL	INOX Leisure Limited
IOCL	Indian Oil Corporation Ltd.
KMBL	Kotak Mahindra Bank
M_FIN	Leading Pvt. Finance Co.
MAIL_W	Leading Auto Parts Industry
MAIL_W	Leading Auto Parts Industry
PANS	Panasonic Energy India Company Limited
PSB_1	Leading Public Sector Bank_1
PSB_2	Leading Public Sector Bank_2
PSB_3	Largest Public Sector Bank_1
TCS	Tata Consultancy Services
TNIACL	The New India Assurance Company Ltd.
United India	United India Insurance Company Ltd.