













81	$\frac{212 \times 232}{587}$	83.79	-2.79	0.093
34	$\frac{212 \times 91}{587}$	32.87	+1.13	0.039
167	$\frac{375 \times 264}{587}$	168.65	-1.65	0.016
151	$\frac{375 \times 232}{587}$	148.21	+2.79	0.053
57	$\frac{375 \times 91}{587}$	58.13	-1.13	0.022
<b>Total</b>				<b>0.252</b>

Therefore,

$$\chi^2 = \sum \frac{(O - E)^2}{E} = 0.252; \text{ (Degree of freedom is 2)}$$

The calculated value of  $\chi^2$  for 2 degrees of freedom at 5 percent level of significance is 0.252 and the corresponding table value is 5.99. Since, the calculated value of  $\chi^2$  (0.252) is much less than the table value (5.99), hence it is insignificant. The result, thus, supports the hypothesis, i.e. the hypothesis is accepted. Hence, the study has revealed that the training and development programme does not improve the employee performance level.

## 10. References

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