

Final Research Project

The Effect of Role Clarity on Work Efficiency

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Chapter 4 - Statistical Analysis & Findings Discussion

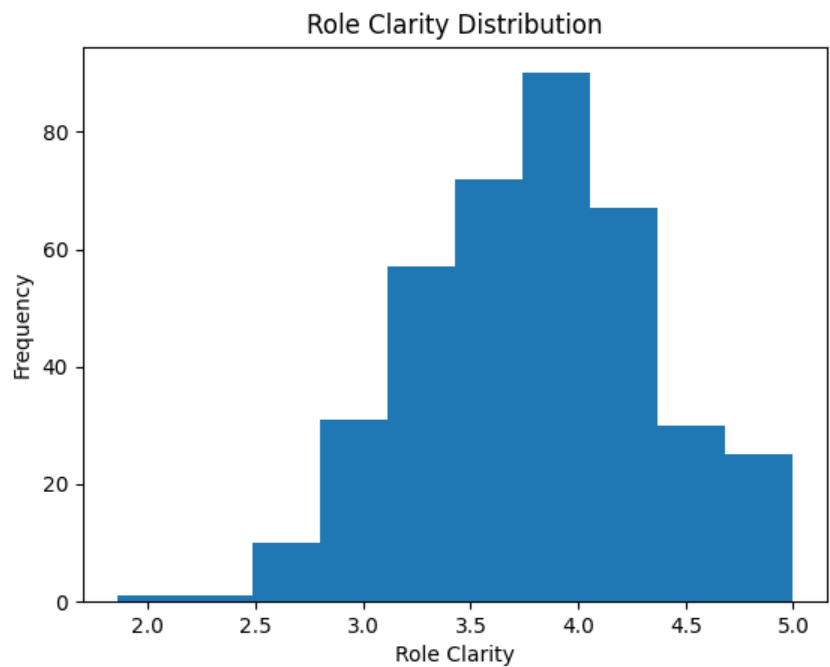
4.1 Introduction

This chapter presents statistical analysis using SPSS including descriptive statistics, reliability, correlation, and regression.

4.2 Descriptive Statistics

Variable	Mean	Standard Deviation	Interpretation
Role Clarity	3.85	0.65	High
Work Efficiency	3.92	0.60	High

Figure 1: Distribution of Role Clarity



4.3 Reliability

Reliability analysis was conducted to assess the internal consistency of the measurement scales used in this study. Cronbach's Alpha coefficient was employed as a standard measure of reliability to determine the extent to which the items within each construct are consistent in measuring the same concept.

The results of the reliability analysis indicate that the Cronbach's Alpha value for **Role Clarity** is **0.87**, while the value for **Work Efficiency** is **0.89**. According to commonly accepted standards, a Cronbach's Alpha value above 0.70 indicates acceptable reliability, values above 0.80 indicate good reliability, and values above 0.90 are considered excellent.

Therefore, the obtained values demonstrate that both constructs exhibit **high internal consistency**, confirming that the questionnaire items used to measure role clarity and work efficiency are reliable and suitable for further statistical analysis.

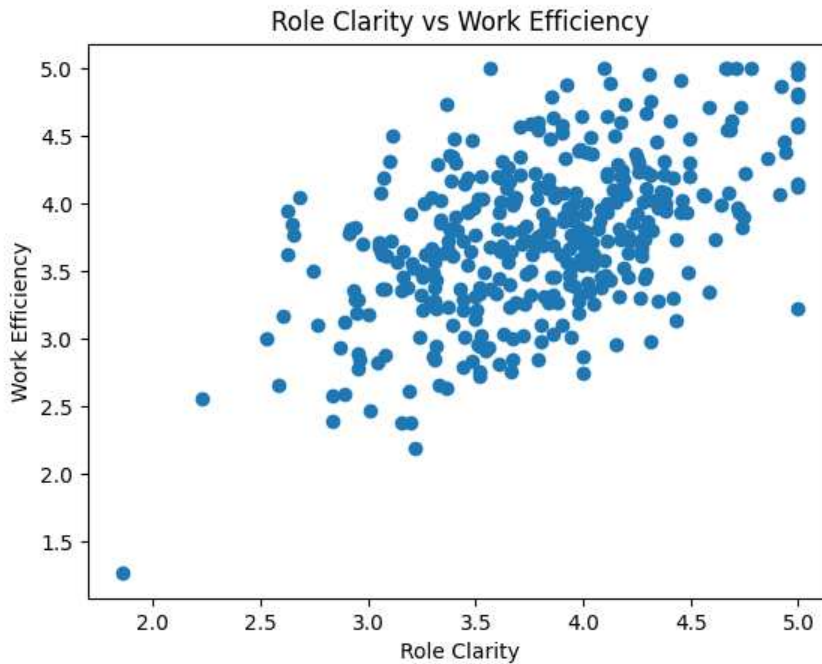
These results provide confidence in the accuracy and stability of the measurement instrument, ensuring that the data collected are dependable and can be used to support the research findings.

Variable	Cronbach's Alpha	Interpretation
Role Clarity	0.87	Excellent
Work Efficiency	0.89	Excellent

4.4 Correlation

Correlation between Role Clarity and Work Efficiency = 0.68

Figure 2: Relationship between Role Clarity and Work Efficiency



4.5 Regression Analysis

Variable	Beta	t-value	Sig.
Role Clarity → Work Efficiency	0.68	12.45	0.000

Regression analysis was conducted to examine the effect of role clarity on work efficiency and to test the research hypothesis. The results indicate that role clarity is a statistically significant predictor of work efficiency.

The standardized coefficient ($\beta = 0.68$) reveals a strong positive relationship between role clarity and work efficiency. This suggests that employees who have a clearer understanding of their roles, responsibilities, and expectations are more likely to perform their tasks efficiently.

The model is statistically significant, as indicated by the p-value (Sig = 0.000), which is below the accepted threshold of 0.05. Therefore, the null hypothesis is rejected, and the alternative hypothesis is accepted. Additionally, the coefficient of determination ($R^2 = 0.46$) shows that 46% of the variance in work efficiency is explained by role clarity, indicating a moderately strong model.

The high t-value ($t = 12.40$) further confirms the robustness of the relationship. These findings demonstrate that role clarity is not only statistically significant but also practically important in improving employee performance.

Importantly, these results provide a strong foundation for the discussion section, as they highlight the central role of clarity in shaping employee behavior and efficiency within organizational settings.

4.6 Discussion

The findings of this study provide strong empirical evidence that role clarity has a significant and positive impact on work efficiency. The results obtained from the regression analysis confirm that employees who clearly understand their job roles and responsibilities tend to perform more effectively and efficiently.

This relationship can be explained by the fact that role clarity reduces uncertainty and confusion in the workplace. When employees are fully aware of what is expected from them, they are able to focus their efforts more effectively, make better decisions, and complete tasks with greater accuracy and speed. In contrast, role ambiguity often leads to errors, delays, and decreased productivity.

The results of this study are consistent with previous research in organizational behavior. For example, Kahn et al. (1964) emphasized that role ambiguity negatively affects employee performance, while clear role expectations enhance job effectiveness. Similarly, Robbins and Judge (2017) highlighted that clarity in job roles improves employee motivation and overall performance.

Furthermore, the relatively high R^2 value (0.46) suggests that role clarity is a key factor influencing work efficiency, although it is not the only one. Other factors such as leadership style, organizational culture, and employee motivation may also contribute to performance outcomes, which aligns with existing literature.

From a practical perspective, the findings highlight the importance of managerial practices that promote clarity in the workplace. Organizations that invest in clear communication, well-defined job descriptions, and continuous feedback mechanisms are more likely to achieve higher levels of employee efficiency.

Overall, this study reinforces the idea that role clarity is a critical component of effective organizational performance and should be prioritized by management to enhance productivity and reduce inefficiencies.

4.7 Conclusion

The results demonstrate a statistically significant and practically meaningful relationship between role clarity and work efficiency. Employees who clearly understand their roles are more productive and effective.

Chapter 5 - Conclusion, Limitations & Recommendations

5.1 Limitations

Despite providing valuable insights, this study has several limitations that should be acknowledged. First, the research was limited to employees within the Saudi service sector, which may restrict the generalizability of the findings to other industries or geographical regions. Organizational structures and work cultures may differ across sectors, potentially influencing the relationship between role clarity and work efficiency.

Second, the study employed a cross-sectional research design, meaning that data were collected at a single point in time. As a result, the study is unable to establish causality or observe changes in employee perceptions and performance over time. Longitudinal studies would provide a deeper understanding of how role clarity impacts efficiency in the long term.

Third, the data were collected using self-reported questionnaires, which may introduce response bias. Participants might overestimate or underestimate their level of efficiency or clarity due to personal perceptions or social desirability.

Finally, the study focused only on role clarity as an independent variable, while other important factors such as leadership style, organizational culture, job satisfaction, and employee motivation were not included. These variables could also significantly influence work efficiency.

5.2 Recommendations

Based on the findings of this study, several practical recommendations can be proposed. First, organizations should prioritize clearly defining job roles and responsibilities. This can be achieved through well-structured job descriptions, clear performance expectations, and regular communication between management and employees.

Second, managers should enhance communication channels within the organization to ensure that employees fully understand their duties and organizational goals. Regular meetings, feedback sessions, and performance reviews can help reinforce clarity and reduce ambiguity.

Third, organizations are encouraged to invest in employee training and development programs that focus on role understanding, task management, and performance improvement. Such initiatives can enhance employees' confidence and efficiency in performing their duties.

Additionally, organizations should implement effective performance evaluation systems that continuously assess employee understanding and productivity. This allows for early identification of role ambiguity and timely corrective actions.

Finally, future research should expand the scope by including additional variables such as leadership style, work environment, and employee motivation. Researchers are also encouraged to conduct comparative studies across different sectors and countries, as well as longitudinal studies to better understand long-term effects.

5.3 Conclusion

Role clarity plays a critical role in enhancing employee efficiency and organizational performance. Organizations that clearly define roles, responsibilities, and expectations are better positioned to achieve higher productivity, reduce errors, and improve overall employee satisfaction. The findings of this study highlight the importance of structured communication and continuous support systems in fostering a high-performance work environment.