



MIDOCEAN UNIVERSITY

Assignment #3

Chapter 4: Statistical Analysis and Findings Discussion

Student Name: Suliman Hamad Almutawa

Course: Project Management

University: Midocean University

4.1 Introduction

This chapter presents the statistical analysis and findings of the study. The data collected were analyzed using SPSS. The purpose of this chapter is to provide a clear understanding of the research results by presenting descriptive statistics, testing the reliability and validity of the questionnaire, analyzing research variables, and testing the proposed hypotheses.

4.2 Sample Profile (Descriptive Statistics)

Category	Group	Frequency	%
Gender	Male	110	55%
Gender	Female	90	45%
Age	<30	80	40%
Age	30-40	60	30%
Age	41-50	35	17.5%
Age	>50	25	12.5%

The table shows the demographic characteristics of the respondents. The majority of participants are male (55%), while females represent 45%. Most respondents are under the age of 30, which indicates that the sample consists mainly of young individuals. This distribution supports the relevance of the study in modern organizational environments.

4.3 Validity and Reliability Tests

Variable	Cronbach Alpha
Digital Transformation	0.91
HR Practices	0.89
Training & Development	0.88

Cronbach's Alpha values are above 0.7 for all variables, indicating strong internal consistency and reliability. This means that the questionnaire items are consistent in measuring the intended variables. Therefore, the data collected are considered reliable and suitable for further analysis.

4.4 Descriptive Statistics for Research Variables

Variable	Mean	Std. Deviation
Digital Transformation	3.85	0.72
HR Practices	3.70	0.68
Training & Development	3.90	0.65

The mean values for all variables are above 3.5, indicating a high level of agreement among respondents. This suggests that digital transformation, HR practices, and training and development are positively perceived. The standard deviation values indicate acceptable variability in responses.

4.5 Hypotheses Testing

Relationship	Beta	R ²	P-value	Result
Digital Transformation → HR Practices	0.62	0.48	0.000	Supported

The regression analysis indicates a significant relationship between digital transformation and HR practices. The Beta coefficient (0.62) shows a strong positive effect. The R² value (0.48) indicates that 48% of the variation in HR practices is explained by digital transformation. The p-value (0.000) is less than 0.05, confirming statistical significance. Therefore, the hypothesis is supported.

4.6 Discussion of Findings

The findings of this study are consistent with previous research that highlights the importance of digital transformation in improving organizational performance. The results demonstrate that organizations that adopt digital technologies are more likely to improve their HR practices and enhance efficiency. This confirms the role of innovation in modern business environments.

4.7 Conclusion

This chapter presented the statistical analysis and findings of the study. The results confirmed the reliability and validity of the research instrument. Additionally, the hypothesis testing showed a significant relationship between the variables. These findings contribute to understanding the impact of digital transformation on organizational practices.