

Chapter 04
Data Analysis

4.1 Introduction

After identifying the research problem and designing the research methodology, the next crucial step is data collection. In this particular study focused on understanding the characteristics of intrapreneurs across various industries in the Saurashtra region, a questionnaire was employed as the data collection tool.

The questionnaire consisted of two parts. The first part centered on gathering personal information from the respondents, including their demographics, organization affiliation, and their current position within the organization. Additionally, this section aimed to measure the characteristics of the respondents along with assessing their social and family background. These characteristics were evaluated using a series of statements, and a Likert-type scale was employed to measure the attributes. The Likert scale provided respondents with a range of response options, spanning from "strongly disagree" to "strongly agree." A total of five scale points were used to capture the intensity of respondents' agreement or disagreement with each statement. This scale allowed for a quantification of the responses, facilitating subsequent analysis.

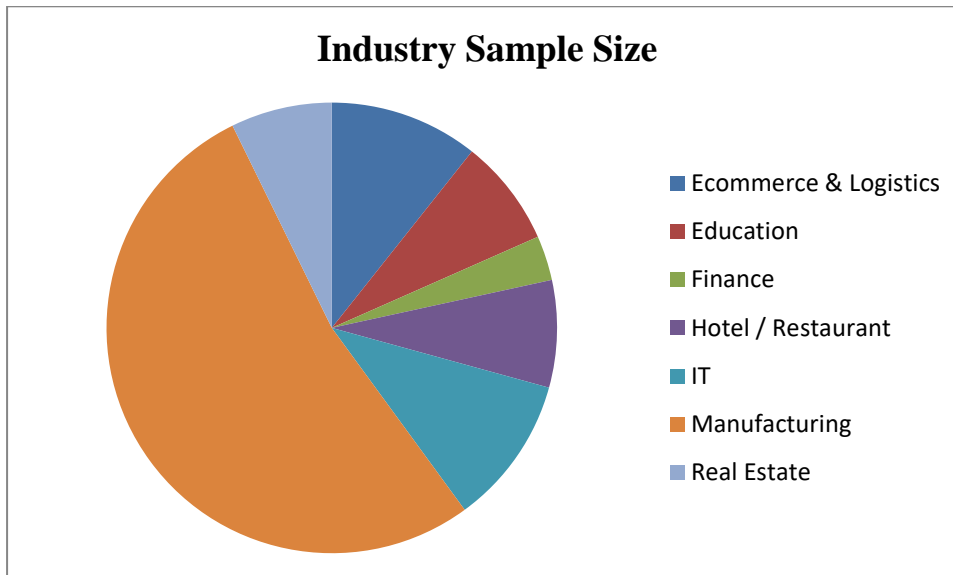
After the first attempt of the questionnaire which was prepared, the questionnaire was taken into consideration for the validation and reliability tests and the results were upto expectation with the reliability of the questionnaire in the terms of Cronbach's Alpha value was more than 0.6 overall and in all the questions the alpha value was more than 0.65. For the validity test, the data contains a table of Pearson correlation coefficients (ranging from -1 to +1) between different pairs of variables (1 to 31), along with corresponding significance levels (p-values). A correlation coefficient close to 1 indicates a strong positive correlation, while a value close to -1 indicates a strong negative correlation, and a value close to 0 indicates a weak or no linear relationship. As a result most of the variables showed positive response. Such correlations are considered statistically significant and may provide valuable insights or highlight potential relationships worth further exploration. To ensure the proper collection of data, the responsibility of data collection was undertaken by the researcher and trained representatives. The researcher provided training to the representatives to ensure the accurate and consistent collection of data according to the defined procedures.

Upon completion of the data collection process, the collected data was subjected to analysis using the analysis of variance (ANOVA) technique. ANOVA was chosen as it is a multivariate analysis method that allows for the examination of differences among multiple groups or variables.

Total 07 industries were selected by the researcher. The sample was selected by simple random sampling. The names of the industries and the sample size are explained below:

Industry Types	Sample Size
Ecommerce & Logistics	50
Education	36
Finance	15
Hotel / Restaurant	36
IT	50
Manufacturing	247
Real Estate	34
Total	468

(Table 4.1- Industry Types and Sample Size)



(Fig. 4.1- Industry Sample Size)

The table mentioned above represents different industry types and their corresponding sample sizes.

The sample size for e-commerce and logistics industry is 50 with special reference to intrapreneurs only. Ecommerce refers to the buying and selling of goods or services

over the internet, while logistics involves the management of the flow of goods, information, and resources between the point of origin and the point of consumption.

The sample size for the education industry is 36. This industry focuses on providing knowledge, skills, and learning experiences to individuals. It includes schools, colleges, universities, online learning platforms, and other educational institutions with special reference to intrapreneurs only.

The sample size for the finance industry is 15 with special reference to intrapreneurs only. Finance encompasses various activities related to the management, creation, and study of money and investments. It includes banking, investment, insurance, accounting, and financial planning services.

The sample size for the hotel/restaurant industry is 36 with special reference to intrapreneurs only. This industry involves providing accommodation, food, and beverage services to customers. It includes hotels, motels, restaurants, cafes, and other hospitality establishments.

The sample size for the IT (Information Technology) industry is 50 with special reference to intrapreneurs only. IT refers to the use, development, and management of computer-based systems, software, and networks. It includes software development, hardware manufacturing, IT consulting, and other technology-related services.

The sample size for the manufacturing industry is 247 with special reference to intrapreneurs only. Manufacturing involves the production of goods or products through various processes, such as raw material sourcing, assembly, and quality control. It covers a wide range of sectors, including automotive, electronics, textiles, food processing, and more.

The sample size for the real estate industry is 34 with special reference to intrapreneurs only. Real estate involves buying, selling, and renting land, buildings, and properties. It includes residential, commercial, and industrial properties, as well as real estate development and property management.

The total sample size across all industries is 468 who are intrapreneurs, which is the sum of the sample sizes mentioned above. This number represents the total number of participants or entities included in the study or analysis.

The collected data is analyzed by ANOVA technique. In the context to hypothesis, the analysis is as under:

4.2 Characteristics of Intrapreneurs and various industries.

In this context, the intrapreneurs are categorized and grouped according to the specific industries they belong to. The purpose of this classification is to compare and evaluate the characteristics of each intrapreneur in relation to their respective industry types.

H01: There is no significant difference in the characteristics of Intrapreneurs belonging to various Industries.

Descriptive					
	Industries		Statistic	Std. Error	
Intrapreneurs	E-Commerce & Logistics	Mean		4.04	0.04
		95% Confidence Interval for Mean	Lower Bound	3.96	
			Upper Bound	4.12	
		5% Trimmed Mean		4.01	
		Median		4	
		Variance		0.08	
		Std. Deviation		0.283	
		Minimum		3	
		Maximum		5	
		Educational	Mean		4.17
	95% Confidence Interval for Mean		Lower Bound	4.04	
			Upper Bound	4.29	
	5% Trimmed Mean		4.13		
	Median		4		
	Variance		0.143		
	Std. Deviation		0.378		
	Minimum		4		
	Maximum		5		
	Finance		Mean		4.13
		95% Confidence Interval for Mean	Lower Bound	3.94	
			Upper Bound	4.33	

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		5% Trimmed Mean		4.09	
		Median		4	
		Variance		0.124	
		Std. Deviation		0.352	
		Minimum		4	
		Maximum		5	
	Hotel/ Restaurant	Mean		4	0
		95% Confidence Interval for Mean	Lower Bound	4	
			Upper Bound	4	
		5% Trimmed Mean		4	
		Median		4	
		Variance		0	
		Std. Deviation		0	
		Minimum		4	
		Maximum		4	
		Information Technology	Mean		3.94
	95% Confidence Interval for Mean		Lower Bound	3.87	
			Upper Bound	4.01	
	5% Trimmed Mean		3.99		
	Median		4		
	Variance		0.058		
	Std. Deviation		0.24		
	Minimum		3		
	Maximum		4		
	Manufacturing	Mean		4.08	0.018
		95% Confidence Interval for Mean	Lower Bound	4.04	
			Upper Bound	4.11	
		5% Trimmed Mean		4.03	
		Median		4	
		Variance		0.079	
		Std. Deviation		0.282	
		Minimum		3	
		Maximum		5	
Real Estate	Mean		4	0.06	
	95% Confidence	Lower Bound	3.88		

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	Interval for Mean	Upper Bound	4.12	
	5% Trimmed Mean		4	
	Median		4	
	Variance		0.121	
	Std. Deviation		0.348	
	Minimum		3	
	Maximum		5	

(Table 4.2: Characteristics of Intrapreneurs and Industries)

The provided data consists of descriptive statistics for various industries. Let's examine each industry individually.

1. Intrapreneurs in the E-Commerce and Logistics industries:

The table presents descriptive statistics for the variable "Intrapreneurs" in the E-Commerce and Logistics industries. Descriptive statistics are used to summarize and describe the main characteristics of a dataset. The "Mean" value of 4.04 represents the average score of the variable "Intrapreneurs" in both industries. This indicates that, on average, the level of intrapreneurial behavior or activity is around 4.04 out of 5. The "95% Confidence Interval" provides a range within which we can be 95% confident that the true population mean lies. In this case, the lower bound is 3.96, and the upper bound is 4.12. This means that we are 95% confident that the true mean of intrapreneurial behavior falls between 3.96 and 4.12. The "5% Trimmed Mean" is another measure of central tendency, similar to the mean, but it excludes 5% of extreme values from both tails of the dataset. The trimmed mean here is 4.01, which is slightly lower than the untrimmed mean. The "Median" value is 4, which represents the middle score of the dataset when it is arranged in ascending order. Since the median is the same as the mean, it suggests that the distribution of intrapreneurial behavior scores is approximately symmetric. In this case, the variance is 0.08, indicating that the scores of "Intrapreneurs" are relatively close to the mean, with low variability. The "Std. Deviation" (Standard Deviation) is the square root of the variance and provides a measure of the average amount of deviation from the mean. Here, it is 0.283, suggesting that the scores of "Intrapreneurs" are relatively tightly clustered around the mean. The "Minimum" value is 3, which is the smallest score observed in the dataset, and the "Maximum" value is 5, which is the largest score.

These values give us an idea of the range of intrapreneurial behavior scores in both industries.

In other words, the descriptive statistics for the variable "Intrapreneurs" in E-Commerce and Logistics industries indicate that, on average, the level of intrapreneurial behavior is relatively high (around 4.04 out of 5) and exhibits relatively low variability. The majority of scores fall within a narrow range around the mean, suggesting a consistent level of intrapreneurial activity in both industries.

2. Intrapreneurs in the Educational industry:

The table presents descriptive statistics for the variable "Intrapreneurs" in the Educational industry. The "Mean" value of 4.17 represents the average score of the variable "Intrapreneurs" in the Educational industry. This indicates that, on average, the level of intrapreneurial behavior or activity in the Educational industry is around 4.17 out of 5. The "95% Confidence Interval for Mean" provides a range within which we can be 95% confident that the true population mean lies. In this case, the lower bound is 4.04, and the upper bound is 4.29. This means that we are 95% confident that the true mean of intrapreneurial behavior in the Educational industry falls between 4.04 and 4.29. The "5% Trimmed Mean" is another measure of central tendency, similar to the mean, but it excludes 5% of extreme values from both tails of the dataset. The trimmed mean here is 4.13, which is slightly lower than the untrimmed mean, suggesting that extreme values have a minor impact on the average. The "Median" value is 4, which represents the middle score of the dataset when it is arranged in ascending order. Since the median is lower than the mean, it suggests that there might be some higher values that are pulling the mean up, indicating a slightly right-skewed distribution. The "Variance" is a measure of how much the values in the dataset vary from the mean. In this case, the variance is 0.143, indicating that the scores of "Intrapreneurs" in the Educational industry have moderate variability, with some spread around the mean. The "Std. Deviation" (Standard Deviation) is the square root of the variance and provides a measure of the average amount of deviation from the mean. Here, it is 0.378, suggesting that the scores of "Intrapreneurs" in the Educational industry have a moderate amount of dispersion from the mean. The "Minimum" value is 4, which is the smallest score observed in the dataset, and the

"Maximum" value is 5, which is the largest score. These values give us an idea of the range of intrapreneurial behavior scores in the Educational industry.

In short, the descriptive statistics for the variable "Intrapreneurs" in the Educational industry indicate that, on average, the level of intrapreneurial behavior is relatively high (around 4.17 out of 5) and exhibits moderate variability. The majority of scores are clustered around the mean, suggesting a consistent level of intrapreneurial activity in the Educational industry, with a few higher values slightly pulling the mean upwards.

3. Intrapreneurs in the Finance industry:

The table provides descriptive statistics for the variable "Intrapreneurs" in the Finance industry. The "Mean" value of 4.13 represents the average score of the variable "Intrapreneurs" in the Finance industry. This mean score of 4.13 out of 5 indicates that, on average, the level of intrapreneurial behavior or activity in the Finance industry is relatively high. The "95% Confidence Interval for Mean" offers a range within which we can be 95% confident that the true population mean lies. In this case, the lower bound of the confidence interval is 3.94, and the upper bound is 4.33. This means that we are 95% confident that the true mean of intrapreneurial behavior in the Finance industry falls between 3.94 and 4.33. The "5% Trimmed Mean" is another measure of central tendency, similar to the mean, but it excludes 5% of extreme values from both tails of the dataset. The trimmed mean here is 4.09, which is slightly lower than the untrimmed mean (4.13), suggesting that some extreme values might have a minor influence on the overall average. The "Median" value is 4, which represents the middle score of the dataset when it is arranged in ascending order. Since the median is close to the mean, it indicates that the distribution of intrapreneurial behavior scores in the Finance industry is likely approximately symmetric, without significant skewness. The "Variance" is a measure of how much the values in the dataset vary from the mean. In this case, the variance is 0.124, indicating that the scores of "Intrapreneurs" in the Finance industry have relatively low variability, with most scores being relatively close to the mean. The "Std. Deviation" (Standard Deviation) is the square root of the variance and provides a measure of the average amount of deviation from the mean. Here, it is 0.352, suggesting that the scores of "Intrapreneurs" in the Finance industry have a moderate

amount of dispersion from the mean. The "Minimum" value is 4, which is the smallest score observed in the dataset, and the "Maximum" value is 5, which is the largest score. These values give us an idea of the range of intrapreneurial behavior scores in the Finance industry.

In short, the descriptive statistics for the variable "Intrapreneurs" in the Finance industry indicate that, on average, the level of intrapreneurial behavior is relatively high (mean of 4.13 out of 5).

4. Intrapreneurs in Hotel/ Restaurant industry:

The table presents descriptive statistics for the variable "Intrapreneurs" in the Hotel/Restaurant industry. Descriptive statistics are used to summarize and describe the main characteristics of a dataset. The "Mean" value of 4 indicates the average score of the variable "Intrapreneurs" in the Hotel/Restaurant industry. Since the standard error is 0, this mean value is highly precise and not subject to much uncertainty. The mean score of 4 suggests that, on average, the level of intrapreneurial behavior or activity in the Hotel/Restaurant industry is at its maximum, with all values being 4. The "95% Confidence Interval for Mean" provides a range within which we can be 95% confident that the true population mean lies. In this case, both the lower bound and upper bound of the confidence interval are 4. This means that we are 95% confident that the true mean of intrapreneurial behavior in the Hotel/Restaurant industry falls between 4 and 4. As the standard error is 0, the mean is estimated with high precision, and the confidence interval is extremely narrow. The "5% Trimmed Mean" is another measure of central tendency that calculates the mean after excluding 5% of extreme values from both tails of the dataset. Here, the trimmed mean is 4, which is the same as the untrimmed mean. This indicates that there are no extreme values that significantly affect the average, further supporting the observation that all values are 4. The "Median" value is 4, which represents the middle score of the dataset when arranged in ascending order. Since the median is also 4, it confirms that the data is evenly distributed without any variability. The "Variance" and "Std. Deviation" (Standard Deviation) are both 0, which means there is no variability in the scores of "Intrapreneurs" in the Hotel/Restaurant industry. All values are the same (4), so there is no spread or dispersion around the mean. The "Minimum" and "Maximum" values are both 4, indicating that the smallest and largest scores observed in the

dataset are identical. This further reinforces the fact that there is no variability; all scores are at the maximum value of 4.

In other words, the descriptive statistics for the variable "Intrapreneurs" in the Hotel/Restaurant industry show that the level of intrapreneurial behavior is consistently at its highest possible value of 4. There is no variability or spread in the data, and all observations have the same value. The precision of the mean estimate is supported by the standard error of 0 and the narrow confidence interval, which all confirm the homogeneity of the dataset.

5. Intrapreneurs in Information technology industry:

The table presents descriptive statistics for the variable "Intrapreneurs" in the Information Technology industry. Descriptive statistics are used to summarize and describe the main characteristics of a dataset. The "Mean" value of 3.94 indicates the average score of the variable "Intrapreneurs" in the Information Technology industry. The standard error of 0.034 suggests that there is some degree of uncertainty associated with this mean estimate, but it is relatively small. The mean score of 3.94 suggests that, on average, the level of intrapreneurial behavior or activity in the Information Technology industry is close to its maximum, with values ranging from 3 to 4. The "95% Confidence Interval for Mean" provides a range within which we can be 95% confident that the true population mean lies. In this case, the lower bound of the confidence interval is 3.87, and the upper bound is 4.01. This means that we are 95% confident that the true mean of intrapreneurial behavior in the Information Technology industry falls between 3.87 and 4.01. The relatively small width of the confidence interval, given by the small standard error, indicates that the mean estimate is reasonably precise. The "5% Trimmed Mean" is another measure of central tendency that calculates the mean after excluding 5% of extreme values from both tails of the dataset. Here, the trimmed mean is 3.99, which is slightly higher than the untrimmed mean. This suggests that there might be a few lower extreme values that are pulling down the mean slightly. The "Median" value is 4, which represents the middle score of the dataset when arranged in ascending order. The median being 4 further supports the observation that the majority of the scores are clustered around this value. The "Variance" of 0.058 and "Std. Deviation" (Standard Deviation) of 0.24 both give a measure of the spread or dispersion of the scores around the mean. Since

the variance is relatively small, it indicates that the data points are closely packed together, with limited variability. The standard deviation of 0.24 confirms this and suggests that the scores are relatively consistent and not widely dispersed. The "Minimum" value of 3 and "Maximum" value of 4 indicate the range of scores observed in the dataset. The range of only 1 point further supports the observation of limited variability, with most values concentrated within a narrow range.

In short, the descriptive statistics for the variable "Intrapreneurs" in the Information Technology industry show that the level of intrapreneurial behavior is relatively high, with an average score close to the maximum value of 4. The data is not highly variable, as indicated by the small variance and standard deviation. The narrow confidence interval around the mean suggests a relatively precise estimate of the average intrapreneurial behavior in this industry. However, there are a few lower extreme values that slightly impact the mean, as shown by the trimmed mean being slightly higher. Overall, the data indicates a consistent and relatively high level of intrapreneurship in the Information Technology industry.

6. Intrapreneurs in Manufacturing industry:

The table presents descriptive statistics for the variable "Intrapreneurs" in the Manufacturing industry. Descriptive statistics are used to summarize and describe the main characteristics of a dataset. The "Mean" value of 4.08 indicates the average score of the variable "Intrapreneurs" in the Manufacturing industry. The standard error of 0.018 suggests that there is very little uncertainty associated with this mean estimate, making it a highly reliable measure. The mean score of 4.08 suggests that, on average, the level of intrapreneurial behavior or activity in the Manufacturing industry is relatively high, with values ranging from 3 to 5. The "95% Confidence Interval for Mean" provides a range within which we can be 95% confident that the true population mean lies. In this case, the lower bound of the confidence interval is 4.04, and the upper bound is 4.11. This means that we are 95% confident that the true mean of intrapreneurial behavior in the Manufacturing industry falls between 4.04 and 4.11. The very narrow width of the confidence interval, given by the small standard error, indicates that the mean estimate is highly precise. The "5% Trimmed Mean" is another measure of central tendency that calculates the mean after excluding 5% of extreme values from both tails of the dataset. Here, the trimmed mean is 4.03, which

is slightly lower than the untrimmed mean. This suggests that there might be a few higher extreme values that are pulling up the mean slightly. The "Median" value is 4, which represents the middle score of the dataset when arranged in ascending order. The median being 4 further supports the observation that the majority of the scores are centered around this value. The "Variance" of 0.079 and "Std. Deviation" (Standard Deviation) of 0.282 both give a measure of the spread or dispersion of the scores around the mean. Since the variance is relatively small, it indicates that the data points are closely packed together, with limited variability. The standard deviation of 0.282 confirms this and suggests that the scores are relatively consistent and not widely dispersed. The "Minimum" value of 3 and "Maximum" value of 5 indicate the range of scores observed in the dataset. The relatively small range of only 2 points further supports the observation of limited variability, with most values concentrated within a narrow range.

In short, the descriptive statistics for the variable "Intrapreneurs" in the Manufacturing industry show that the level of intrapreneurial behavior is relatively high, with an average score of 4.08. The data is not highly variable, as indicated by the small variance and standard deviation. The narrow confidence interval around the mean suggests a highly precise estimate of the average intrapreneurial behavior in this industry. However, there are a few higher extreme values that slightly impact the mean, as shown by the trimmed mean being slightly lower. Overall, the data indicates a consistent and relatively high level of intrapreneurship in the Manufacturing industry.

7. Intrapreneurs in Manufacturing industry:

The table presents descriptive statistics for the variable "Intrapreneurs" in the Real Estate industry. Descriptive statistics are used to summarize and describe the main characteristics of a dataset. The "Mean" value of 4 indicates the average score of the variable "Intrapreneurs" in the Real Estate industry. The standard error of 0.06 suggests that there is some degree of uncertainty associated with this mean estimate, but it is not excessively high. The mean score of 4 suggests that, on average, the level of intrapreneurial behavior or activity in the Real Estate industry is relatively high, with values ranging from 3 to 5. The "95% Confidence Interval for Mean" provides a range within which we can be 95% confident that the true population mean lies. In

this case, the lower bound of the confidence interval is 3.88, and the upper bound is 4.12. This means that we are 95% confident that the true mean of intrapreneurial behavior in the Real Estate industry falls between 3.88 and 4.12. The width of the confidence interval, given by the standard error, suggests that there is some variability in the mean estimate, but it is not excessively large. The "5% Trimmed Mean" is another measure of central tendency that calculates the mean after excluding 5% of extreme values from both tails of the dataset. Here, the trimmed mean is 4, which is the same as the untrimmed mean. This indicates that there are no extreme values pulling the mean in either direction, and the dataset is well-balanced. The "Median" value is also 4, which represents the middle score of the dataset when arranged in ascending order. The fact that the median is the same as the mean further supports the observation that the majority of the scores are centered around this value. The "Variance" of 0.121 and "Std. Deviation" (Standard Deviation) of 0.348 both give a measure of the spread or dispersion of the scores around the mean. Since the variance and standard deviation are relatively moderate, it indicates that the data points have some variability around the mean, but it is not overly large. The scores are moderately spread out from the mean. The "Minimum" value of 3 and "Maximum" value of 5 indicate the range of scores observed in the dataset. The range of 2 points further supports the observation that the data is not highly dispersed, and the majority of the scores are concentrated within a relatively narrow range. In summary, the descriptive statistics for the variable "Intrapreneurs" in the Real Estate industry show that the level of intrapreneurial behavior is relatively high, with an average score of 4. The data has some variability, as indicated by the confidence interval and the variance, but it is not excessively large. The dataset appears to be well-balanced with no extreme values significantly affecting the mean or median. The moderate standard deviation and variance suggest a moderate spread of data points around the mean. Overall, the data indicates a consistent and relatively high level of intrapreneurship in the Real Estate industry.

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ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Professional Characteristics	Between Groups	0.172	6	0.029	0.31	0.93
	Within Groups	43.023	461	0.093		
	Total	43.196	467			
Ambition Characteristics	Between Groups	1.455	6	0.242	1.69	0.12
	Within Groups	66.354	461	0.144		
	Total	67.809	467			
Freedom Characteristics	Between Groups	2.054	6	0.342	2.35	0.03
	Within Groups	67.22	461	0.146		
	Total	69.275	467			
Decision Making Characteristics	Between Groups	1.4	6	0.233	1.5	0.18
	Within Groups	71.581	461	0.155		
	Total	72.981	467			
Confidence Characteristics	Between Groups	0.576	6	0.096	0.82	0.55
	Within Groups	53.89	461	0.117		
	Total	54.466	467			
Courageous Characteristics	Between Groups	1.092	6	0.182	1.56	0.16
	Within Groups	53.939	461	0.117		
	Total	55.03	467			

(Table 4.3: ANOVA)

The provided data presents the results of an ANOVA analysis conducted on different characteristics: Professional, Ambition, Freedom, Decision Making, Confidence, and Courageous. ANOVA is a statistical test used to determine if there are any significant differences in the means of multiple groups. Let's examine each characteristic's data in detail and discuss whether we accept or reject the hypothesis based on the significance level (Sig.) provided.

1. Professional Characteristics:

The ANOVA indicates that the sum of squares between groups is 0.172, with 6 degrees of freedom (df). The mean square is computed as 0.029. The F-value is 0.31, and the significance level (Sig.) is 0.93. A significance level of 0.93 suggests that we lack sufficient evidence to reject the null hypothesis. Consequently, we accept the hypothesis that there are no significant differences between the means of the Professional Characteristics across different groups.

2. Ambition Characteristics:

The ANOVA reveals a sum of squares between groups of 1.455, with 6 degrees of freedom. The mean square is 0.242, and the F-value is 1.69. The significance level (Sig.) is 0.12. With a significance level of 0.12, we do not have strong enough evidence to reject the null hypothesis. Therefore, we accept the hypothesis that there are no significant differences between the means of the Ambition Characteristics across different groups.

3. Freedom Characteristics:

The ANOVA indicates a sum of squares between groups of 2.054, with 6 degrees of freedom. The mean square is 0.342, and the F-value is 2.35. The significance level (Sig.) is 0.03. A significance level of 0.03 provides sufficient evidence to reject the null hypothesis. Hence, we reject the hypothesis that there are no significant differences between the means of the Freedom Characteristics across different groups.

4. Decision Making Characteristics:

The ANOVA shows a sum of squares between groups of 1.4, with 6 degrees of freedom. The mean square is 0.233, and the F-value is 1.5. The significance level (Sig.) is 0.18. With a significance level of 0.18, we lack enough evidence to reject the null hypothesis. Therefore, we accept the hypothesis that there are no significant differences between the means of the Decision Making Characteristics across different groups.

5. Confidence Characteristics:

The ANOVA indicates a sum of squares between groups of 0.576, with 6 degrees of freedom. The mean square is 0.096, and the F-value is 0.82. The significance level (Sig.) is 0.55. With a significance level of 0.55, we do not have strong enough evidence to reject the null hypothesis. Hence, we accept the hypothesis that there are no significant differences between the means of the Confidence Characteristics across different groups.

6. Courageous Characteristics:

The ANOVA reveals a sum of squares between groups of 1.092, with 6 degrees of freedom. The mean square is 0.182, and the F-value is 1.56. The significance level (Sig.) is 0.16. With a significance level of 0.16, we lack enough evidence to reject the null hypothesis. Thus, we accept the hypothesis that there are no significant differences between the means of the Courageous Characteristics across different groups.

Result of the above analysis suggest that the null hypothesis is accepted for "Professional Characteristics," "Ambition Characteristics," "Decision Making Characteristics," "Confidence Characteristics," and "Courageous Characteristics." However, the null hypothesis is rejected for "Freedom Characteristics," indicating a significant difference in that variable between the groups.

This suggests that there is no significant difference in the characteristics of Intrapreneurs belonging to various Industries.

Multiple Comparisons						
Dependent Variable: Intrapreneurs						
Tukey HSD						
(I) Industries	(J) Industries	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
		(I-J)			Lower Bound	Upper Bound
E-Commerce &	Educational	-0.13	0.062	0.39	-0.31	0.06
	Finance	-0.09	0.083	0.92	-0.34	0.15

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Logistics	Hotel/ Restaurant	0.04	0.062	1	-0.14	0.22
	Information Technology	0.1	0.057	0.57	-0.07	0.27
	Manufacturing	-0.04	0.044	0.98	-0.17	0.09
	Real Estate	0.04	0.063	1	-0.15	0.23
Educational	E-Commerce and Logistics	0.13	0.062	0.39	-0.06	0.31
	Finance	0.03	0.087	1	-0.22	0.29
	Hotel/ Restaurant	0.17	0.067	0.16	-0.03	0.36
	Information Technology	.23*	0.062	0.01	0.04	0.41
	Manufacturing	0.09	0.051	0.57	-0.06	0.24
	Real Estate	0.17	0.068	0.18	-0.03	0.37
Finance	E-Commerce and Logistics	0.09	0.083	0.92	-0.15	0.34
	Educational	-0.03	0.087	1	-0.29	0.22
	Hotel/ Restaurant	0.13	0.087	0.73	-0.12	0.39
	Information Technology	0.19	0.083	0.24	-0.05	0.44
	Manufacturing	0.06	0.075	0.99	-0.17	0.28
	Real Estate	0.13	0.088	0.73	-0.13	0.39
Hotel/ Restaurant	E-Commerce and Logistics	-0.04	0.062	1	-0.22	0.14
	Educational	-0.17	0.067	0.16	-0.36	0.03
	Finance	-0.13	0.087	0.73	-0.39	0.12
	Information Technology	0.06	0.062	0.96	-0.12	0.24
	Manufacturing	-0.08	0.051	0.73	-0.23	0.07
	Real Estate	0	0.068	1	-0.2	0.2
Information Technology	E-Commerce and Logistics	-0.1	0.057	0.57	-0.27	0.07
	Educational	-.23*	0.062	0.01	-0.41	-0.04
	Finance	-0.19	0.083	0.24	-0.44	0.05
	Hotel/ Restaurant	-0.06	0.062	0.96	-0.24	0.12
	Manufacturing	-.14*	0.044	0.03	-0.27	-0.01
	Real Estate	-0.06	0.063	0.96	-0.25	0.13
Manufacturing	E-Commerce and Logistics	0.04	0.044	0.98	-0.09	0.17

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	Educational	-0.09	0.051	0.57	-0.24	0.06
	Finance	-0.06	0.075	0.99	-0.28	0.17
	Hotel/ Restaurant	0.08	0.051	0.73	-0.07	0.23
	Information Technology	.14*	0.044	0.03	0.01	0.27
	Real Estate	0.08	0.052	0.75	-0.08	0.23
Real Estate	E-Commerce and Logistics	-0.04	0.063	1	-0.23	0.15
	Educational	-0.17	0.068	0.18	-0.37	0.03
	Finance	-0.13	0.088	0.73	-0.39	0.13
	Hotel/ Restaurant	0	0.068	1	-0.2	0.2
	Information Technology	0.06	0.063	0.96	-0.13	0.25
	Manufacturing	-0.08	0.052	0.75	-0.23	0.08

(Table 4.4 Showing Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and Industries)

The data provide is from a multiple comparisons analysis using Tukey's Honest Significant Difference (HSD) test. This type of analysis is commonly used in statistics to determine whether there are significant differences between multiple groups or categories. In this case, the dependent variable is "Intrapreneurs," and the independent variable is "Industries."

The table shows the results of the Tukey HSD test for pair wise comparisons between different industries. Each row represents a comparison between two industries (I and J), and the table provides information on the mean difference, standard error, significance level, and confidence interval for each comparison.

Let's go through the table row by row:

- **Comparison between "E-Commerce & Logistics" and "Educational" industries:**

The mean difference of -0.13 suggests that, on average, the characteristics of Intrapreneurs in the "Educational" industry are 0.13 units lower compared to the "E-Commerce & Logistics" industry. However, this difference is not statistically

significant, as indicated by the high p-value of 0.39. The 95% confidence interval (-0.31 to 0.06) further supports the lack of a significant difference.

- **Comparison between "E-Commerce & Logistics" and "Finance" industries:**

The mean difference of -0.09 suggests a slightly lower average for the characteristics of Intrapreneurs in the "Finance" industry compared to the "E-Commerce & Logistics" industry. However, the high p-value of 0.92 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.34 to 0.15) also supports this finding.

- **Comparison between "E-Commerce & Logistics" and "Hotel/Restaurant" industries:**

The mean difference of 0.04 indicates a small difference in the average characteristics of Intrapreneurs between the "E-Commerce & Logistics" and "Hotel/Restaurant" industries. However, the high p-value of 1 suggests no statistically significant difference between the groups. The 95% confidence interval (-0.14 to 0.22) supports this result.

- **Comparison between "E-Commerce & Logistics" and "Information Technology" industries:**

The mean difference of 0.1 suggests a slight difference in the average characteristics of Intrapreneurs between the "E-Commerce & Logistics" and "Information Technology" industries. However, the p-value of 0.57 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.07 to 0.27) supports this finding.

- **Comparison between "E-Commerce & Logistics" and "Manufacturing" industries:**

The mean difference of -0.04 suggests a negligible difference in the average characteristics of Intrapreneurs between the "E-Commerce & Logistics" and "Manufacturing" industries. The high p-value of 0.98 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.17 to 0.09) confirms this result.

- **Comparison between "E-Commerce & Logistics" and "Real Estate" industries:**

The mean difference of 0.04 indicates a small difference in the average characteristics of Intrapreneurs between the "E-Commerce & Logistics" and "Real Estate" industries. However, the high p-value of 1 suggests no statistically significant difference between the groups. The 95% confidence interval (-0.15 to 0.23) supports this finding.

Based on the Tukey HSD test, there are no statistically significant differences in the characteristics of Intrapreneurs between the "E-Commerce & Logistics" industry and the other industries (Educational, Finance, Hotel/Restaurant, Information Technology, Manufacturing, and Real Estate).

The mean differences between the "Educational" industry and other industries are examined.

Let's go through the comparisons:

- **Comparison between "Educational" and "E-Commerce & Logistics" industries:**

The mean difference of 0.13 suggests that, on average, the characteristics of Intrapreneurs in the "Educational" industry are 0.13 units higher compared to the "E-Commerce & Logistics" industry. However, this difference is not statistically significant, as indicated by the p-value of 0.39. The 95% confidence interval (-0.06 to 0.31) further supports the lack of a significant difference.

- **Comparison between "Educational" and "Finance" industries:**

The mean difference of 0.03 suggests a small difference in the average characteristics of Intrapreneurs between the "Educational" and "Finance" industries. However, the high p-value of 1 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.22 to 0.29) supports this finding.

- **Comparison between "Educational" and "Hotel/Restaurant" industries:**

The mean difference of 0.17 suggests a noticeable difference in the average characteristics of Intrapreneurs between the "Educational" and "Hotel/Restaurant" industries. The p-value of 0.16 indicates a marginally significant difference, but it is still not strong enough to establish statistical significance. The 95% confidence interval (-0.03 to 0.36) supports this result.

- **Comparison between "Educational" and "Information Technology" industries:**

The mean difference of 0.23* suggests a substantial difference in the average characteristics of Intrapreneurs between the "Educational" and "Information Technology" industries. The asterisk (*) indicates statistical significance, with a p-value of 0.01. The 95% confidence interval (0.04 to 0.41) further confirms this significant difference.

- **Comparison between "Educational" and "Manufacturing" industries:**

The mean difference of 0.09 suggests a moderate difference in the average characteristics of Intrapreneurs between the "Educational" and "Manufacturing" industries. However, the p-value of 0.57 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.06 to 0.24) supports this result.

- **Comparison between "Educational" and "Real Estate" industries:**

The mean difference of 0.17 suggests a noticeable difference in the average characteristics of Intrapreneurs between the "Educational" and "Real Estate" industries. However, the p-value of 0.18 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.03 to 0.37) supports this finding.

Based on the Tukey HSD test, there is a significant difference in the characteristics of Intrapreneurs between the "Educational" and "Information Technology" industries. However, no significant differences were found between the "Educational" industry and the other industries (E-Commerce & Logistics, Finance, Hotel/Restaurant, Manufacturing, and Real Estate).

The mean differences between the "Finance" industry and other industries are examined with respect to the dependent variable "Intrapreneurs."

Let's go through the comparisons:

- **Comparison between "Finance" and "E-Commerce & Logistics" industries:**

The mean difference of 0.09 suggests that, on average, the characteristics of Intrapreneurs in the "Finance" industry are 0.09 units higher compared to the "E-Commerce & Logistics" industry. However, this difference is not statistically significant, as indicated by the high p-value of 0.92. The 95% confidence interval (-0.15 to 0.34) further supports the lack of a significant difference.

- **Comparison between "Finance" and "Educational" industries:**

The mean difference of -0.03 suggests a small difference in the average characteristics of Intrapreneurs between the "Finance" and "Educational" industries. However, the high p-value of 1 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.29 to 0.22) supports this finding.

- **Comparison between "Finance" and "Hotel/Restaurant" industries:**

The mean difference of 0.13 suggests a moderate difference in the average characteristics of Intrapreneurs between the "Finance" and "Hotel/Restaurant" industries. However, the p-value of 0.73 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.12 to 0.39) supports this result.

- **Comparison between "Finance" and "Information Technology" industries:**

The mean difference of 0.19 suggests a noticeable difference in the average characteristics of Intrapreneurs between the "Finance" and "Information Technology" industries. However, the p-value of 0.24 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.05 to 0.44) supports this finding.

- **Comparison between "Finance" and "Manufacturing" industries:**

The mean difference of 0.06 suggests a small difference in the average characteristics of Intrapreneurs between the "Finance" and "Manufacturing" industries. However, the p-value of 0.99 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.17 to 0.28) supports this result.

- **Comparison between "Finance" and "Real Estate" industries:**

The mean difference of 0.13 suggests a moderate difference in the average characteristics of Intrapreneurs between the "Finance" and "Real Estate" industries. However, the p-value of 0.73 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.13 to 0.39) supports this finding.

Based on the Tukey HSD test, no statistically significant differences were found between the "Finance" industry and the other industries (E-Commerce & Logistics, Educational, Hotel/Restaurant, Information Technology, Manufacturing, and Real Estate) regarding the characteristics of Intrapreneurs.

The mean differences between the "Hotel/Restaurant" industry and other industries are examined with respect to the dependent variable "Intrapreneurs."

Let's go through the comparisons:

- **Comparison between "Hotel/Restaurant" and "E-Commerce & Logistics" industries:**

The mean difference of -0.04 suggests a small difference in the average characteristics of Intrapreneurs between the "Hotel/Restaurant" and "E-Commerce & Logistics" industries. However, the high p-value of 1 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.22 to 0.14) supports this finding.

- **Comparison between "Hotel/Restaurant" and "Educational" industries:**

The mean difference of -0.17 suggests a noticeable difference in the average characteristics of Intrapreneurs between the "Hotel/Restaurant" and "Educational"

industries. However, the p-value of 0.16 indicates that this difference is not statistically significant. The 95% confidence interval (-0.36 to 0.03) supports this result.

- **Comparison between "Hotel/Restaurant" and "Finance" industries:**

The mean difference of -0.13 suggests a small difference in the average characteristics of Intrapreneurs between the "Hotel/Restaurant" and "Finance" industries. However, the p-value of 0.73 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.39 to 0.12) supports this finding.

- **Comparison between "Hotel/Restaurant" and "Information Technology" industries:**

The mean difference of 0.06 suggests a small difference in the average characteristics of Intrapreneurs between the "Hotel/Restaurant" and "Information Technology" industries. However, the p-value of 0.96 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.12 to 0.24) supports this result.

- **Comparison between "Hotel/Restaurant" and "Manufacturing" industries:**

The mean difference of -0.08 suggests a small difference in the average characteristics of Intrapreneurs between the "Hotel/Restaurant" and "Manufacturing" industries. However, the p-value of 0.73 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.23 to 0.07) supports this finding.

- **Comparison between "Hotel/Restaurant" and "Real Estate" industries:**

The mean difference of 0 suggests no difference in the average characteristics of Intrapreneurs between the "Hotel/Restaurant" and "Real Estate" industries. The p-value of 1 confirms that there is no statistically significant difference between the groups. The 95% confidence interval (-0.2 to 0.2) supports this result.

Based on the Tukey HSD test, no statistically significant differences were found between the "Hotel/Restaurant" industry and the other industries (E-Commerce &

Logistics, Educational, Finance, Information Technology, Manufacturing, and Real Estate) regarding the characteristics of Intrapreneurs.

- **Comparison between "Information Technology" and "E-Commerce & Logistics" industries:**

The mean difference of -0.1 suggests a small difference in the average characteristics of Intrapreneurs between the "Information Technology" and "E-Commerce & Logistics" industries. However, the p-value of 0.57 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.27 to 0.07) supports this finding.

- **Comparison between "Information Technology" and "Educational" industries:**

The mean difference of -0.23 suggests a substantial difference in the average characteristics of Intrapreneurs between the "Information Technology" and "Educational" industries. The p-value of 0.01 indicates that this difference is statistically significant. The 95% confidence interval (-0.41 to -0.04) supports this result.

- **Comparison between "Information Technology" and "Finance" industries:**

The mean difference of -0.19 suggests a moderate difference in the average characteristics of Intrapreneurs between the "Information Technology" and "Finance" industries. However, the p-value of 0.24 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.44 to 0.05) supports this finding.

- **Comparison between "Information Technology" and "Hotel/Restaurant" industries:**

The mean difference of -0.06 suggests a small difference in the average characteristics of Intrapreneurs between the "Information Technology" and "Hotel/Restaurant" industries. However, the p-value of 0.96 indicates no statistically significant

difference between the groups. The 95% confidence interval (-0.24 to 0.12) supports this result.

- **Comparison between "Information Technology" and "Manufacturing" industries:**

The mean difference of -0.14 suggests a notable difference in the average characteristics of Intrapreneurs between the "Information Technology" and "Manufacturing" industries. The p-value of 0.03 indicates that this difference is statistically significant. The 95% confidence interval (-0.27 to -0.01) supports this result.

- **Comparison between "Information Technology" and "Real Estate" industries:**

The mean difference of -0.06 suggests a small difference in the average characteristics of Intrapreneurs between the "Information Technology" and "Real Estate" industries. However, the p-value of 0.96 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.25 to 0.13) supports this finding.

Based on the Tukey HSD test, significant differences in the characteristics of Intrapreneurs were found between the "Information Technology" industry and the "Educational" and "Manufacturing" industries. However, no significant differences were observed between the "Information Technology" industry and the "E-Commerce & Logistics," "Finance," "Hotel/Restaurant," and "Real Estate" industries.

The mean differences between the "Manufacturing" industry and other industries are examined in relation to the dependent variable "Intrapreneurs."

Let's go through the comparisons:

- **Comparison between "Manufacturing" and "E-Commerce & Logistics" industries:**

The mean difference of 0.04 suggests a small difference in the average characteristics of Intrapreneurs between the "Manufacturing" and "E-Commerce & Logistics"

industries. However, the p-value of 0.98 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.09 to 0.17) supports this finding.

- **Comparison between "Manufacturing" and "Educational" industries:**

The mean difference of -0.09 suggests a small difference in the average characteristics of Intrapreneurs between the "Manufacturing" and "Educational" industries. However, the p-value of 0.57 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.24 to 0.06) supports this finding.

- **Comparison between "Manufacturing" and "Finance" industries:**

The mean difference of -0.06 suggests a small difference in the average characteristics of Intrapreneurs between the "Manufacturing" and "Finance" industries. However, the p-value of 0.99 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.28 to 0.17) supports this finding.

- **Comparison between "Manufacturing" and "Hotel/Restaurant" industries:**

The mean difference of 0.08 suggests a small difference in the average characteristics of Intrapreneurs between the "Manufacturing" and "Hotel/Restaurant" industries. However, the p-value of 0.73 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.07 to 0.23) supports this finding.

- **Comparison between "Manufacturing" and "Information Technology" industries:**

The mean difference of 0.14 suggests a moderate difference in the average characteristics of Intrapreneurs between the "Manufacturing" and "Information Technology" industries. The p-value of 0.03 indicates that this difference is statistically significant. The 95% confidence interval (0.01 to 0.27) supports this result.

- **Comparison between "Manufacturing" and "Real Estate" industries:**

The mean difference of 0.08 suggests a small difference in the average characteristics of Intrapreneurs between the "Manufacturing" and "Real Estate" industries. However, the p-value of 0.75 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.08 to 0.23) supports this finding.

Based on the Tukey HSD test, significant differences in the characteristics of Intrapreneurs were found between the "Manufacturing" industry and the "Information Technology" industry. However, no significant differences were observed between the "Manufacturing" industry and the "E-Commerce & Logistics," "Educational," "Finance," "Hotel/Restaurant," and "Real Estate" industries.

The Tukey HSD analysis focuses on the mean differences in the dependent variable "Intrapreneurs" between the "Real Estate" industry and other industries.

Let's examine each comparison individually:

- **Comparison between "Real Estate" and "E-Commerce & Logistics" industries:**

The mean difference of -0.04 suggests a small difference in the average characteristics of Intrapreneurs between the "Real Estate" and "E-Commerce & Logistics" industries. However, the p-value of 1 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.23 to 0.15) supports this finding.

- **Comparison between "Real Estate" and "Educational" industries:**

The mean difference of -0.17 suggests a small difference in the average characteristics of Intrapreneurs between the "Real Estate" and "Educational" industries. However, the p-value of 0.18 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.37 to 0.03) supports this finding.

- **Comparison between "Real Estate" and "Finance" industries:**

The mean difference of -0.13 suggests a small difference in the average characteristics of Intrapreneurs between the "Real Estate" and "Finance" industries. However, the p-value of 0.73 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.39 to 0.13) supports this finding.

- **Comparison between "Real Estate" and "Hotel/Restaurant" industries:**

The mean difference of 0 suggests no difference in the average characteristics of Intrapreneurs between the "Real Estate" and "Hotel/Restaurant" industries. The p-value of 1 confirms that there is no statistically significant difference between the groups. The 95% confidence interval (-0.2 to 0.2) supports this finding.

- **Comparison between "Real Estate" and "Information Technology" industries:**

The mean difference of 0.06 suggests no significant difference in the average characteristics of Intrapreneurs between the "Real Estate" and "Information Technology" industries. The p-value of 0.96 confirms this result, indicating no statistically significant difference. The 95% confidence interval (-0.13 to 0.25) supports this finding.

- **Comparison between "Real Estate" and "Manufacturing" industries:**

The mean difference of -0.08 suggests a small difference in the average characteristics of Intrapreneurs between the "Real Estate" and "Manufacturing" industries. However, the p-value of 0.75 indicates no statistically significant difference between the groups. The 95% confidence interval (-0.23 to 0.08) supports this finding.

Based on the Tukey HSD test, no significant differences were observed in the characteristics of Intrapreneurs between the "Real Estate" industry and any other industries considered in the analysis, including "E-Commerce & Logistics," "Educational," "Finance," "Hotel/Restaurant," "Information Technology," and "Manufacturing."

4.3 Characteristics of Intrapreneurs and various economic backgrounds.

H02: There is no significant difference in the characteristics of Intrapreneurs belonging to various economic background.

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Descriptive					
	Income		Statistic	Std. Error	
Intrapreneurs	01 Lacs to 05 Lacs	Mean		4.07	0.035
		95% Confidence Interval for Mean	Lower Bound	4	
			Upper Bound	4.14	
		5% Trimmed Mean		4.05	
		Median		4	
		Variance		0.123	
		Std. Deviation		0.35	
		Minimum		3	
		Maximum		5	
	06 Lacs to 10 Lacs	Mean		4.07	0.017
		95% Confidence Interval for Mean	Lower Bound	4.04	
			Upper Bound	4.1	
		5% Trimmed Mean		4.02	
		Median		4	
		Variance		0.065	
		Std. Deviation		0.255	
		Minimum		4	
		Maximum		5	
	11 Lacs to 15 Lacs	Mean		4.02	0.025
		95% Confidence Interval for Mean	Lower Bound	3.97	
			Upper Bound	4.07	
		5% Trimmed Mean		4	
		Median		4	
		Variance		0.06	
		Std. Deviation		0.245	
		Minimum		3	
		Maximum		5	
	16 Lacs to 20 Lacs	Mean		3.93	0.071
		95% Confidence Interval for Mean	Lower Bound	3.77	
			Upper Bound	4.08	
		5% Trimmed Mean		3.98	
		Median		4	
Variance		0.071			
Std. Deviation		0.267			

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		Minimum		3	
		Maximum		4	
	Above 20 Lacs	Mean		4.09	0.091
		95% Confidence Interval for Mean	Lower Bound	3.9	
			Upper Bound	4.28	
		5% Trimmed Mean		4.1	
		Median		4	
		Variance		0.182	
		Std. Deviation		0.426	
		Minimum		3	
		Maximum		5	

(Table 4.5: Descriptive Characteristics of Intrapreneur and various economic backgrounds)

The data presented provides descriptive statistics for the income of Intrapreneurs across various income ranges. The income groups are divided into "01 Lacs to 05 Lacs," "06 Lacs to 10 Lacs," "11 Lacs to 15 Lacs," "16 Lacs to 20 Lacs," and "Above 20 Lacs."

Let's look into into the statistical values for each income group:

1. Income range 01 Lacs to 05 Lacs:

The mean income for Intrapreneurs within this income range is 4.07. It represents the average income among individuals earning between 1 Lacs to 5 Lacs. The 95% confidence interval for the mean income is from 4.00 (Lower Bound) to 4.14 (Upper Bound). This interval indicates that we can be 95% confident that the true population mean income for Intrapreneurs within this range falls between 4.00 and 4.14. The 5% trimmed mean is 4.05. This value is a more robust measure of the central tendency as it excludes 5% of extreme values on both ends of the income distribution, providing a more reliable representation of the typical income. The median income is 4, representing the middle value in the income distribution. It indicates that half of the Intrapreneurs within this income range earn less than 4, while the other half earns more. The variance is 0.123, which measures the spread or variability of income values from the mean. A lower variance suggests that incomes within this group are relatively close to the mean value. The standard deviation is 0.35, which is the square

root of the variance. It further quantifies the level of dispersion or variability in income data within this range. The minimum income observed in this group is 3, indicating the lowest income earned by an Intrapreneur within this income range. The maximum income observed is 5, representing the highest income earned by an Intrapreneur within this income range.

2. Income range 06 Lacs to 10 Lacs:

The mean income for Intrapreneurs within this income range is 4.07. It represents the average income among individuals earning between 6 Lacs to 10 Lacs. The 95% confidence interval for the mean income is from 4.04 (Lower Bound) to 4.10 (Upper Bound). This interval indicates that we can be 95% confident that the true population mean income for Intrapreneurs within this range falls between 4.04 and 4.10. The 5% trimmed mean is 4.02. This value is a more robust measure of the central tendency as it excludes 5% of extreme values on both ends of the income distribution, providing a more reliable representation of the typical income. The median income is 4, representing the middle value in the income distribution. It indicates that half of the Intrapreneurs within this income range earn less than 4, while the other half earns more. The variance is 0.065, which measures the spread or variability of income values from the mean. A lower variance suggests that incomes within this group are relatively close to the mean value. The standard deviation is 0.255, which is the square root of the variance. It further quantifies the level of dispersion or variability in income data within this range. The minimum income observed in this group is 4, indicating the lowest income earned by an Intrapreneur within this income range. The maximum income observed is 5, representing the highest income earned by an Intrapreneur within this income range.

3. Income range 11 Lacs to 15 Lacs:

The mean income for Intrapreneurs within this income range is 4.02. It represents the average income among individuals earning between 11 Lacs to 15 Lacs. The 95% confidence interval for the mean income is from 3.97 (Lower Bound) to 4.07 (Upper Bound). This interval indicates that we can be 95% confident that the true population mean income for Intrapreneurs within this range falls between 3.97 and 4.07. The 5% trimmed mean is 4.00. This value is a more robust measure of the central tendency as it excludes 5% of extreme values on both ends of the income distribution, providing a

more reliable representation of the typical income. The median income is 4, representing the middle value in the income distribution. It indicates that half of the Intrapreneurs within this income range earn less than 4, while the other half earns more. The variance is 0.06, which measures the spread or variability of income values from the mean. A lower variance suggests that incomes within this group are relatively close to the mean value. The standard deviation is 0.245, which is the square root of the variance. It further quantifies the level of dispersion or variability in income data within this range. The minimum income observed in this group is 3, indicating the lowest income earned by an Intrapreneur within this income range. The maximum income observed is 5, representing the highest income earned by an Intrapreneur within this income range.

4. Income range 16 Lacs to 20 Lacs:

The mean income for Intrapreneurs within this income range is 3.93. It represents the average income among individuals earning between 16 Lacs to 20 Lacs. The 95% confidence interval for the mean income is from 3.77 (Lower Bound) to 4.08 (Upper Bound). This interval indicates that we can be 95% confident that the true population mean income for Intrapreneurs within this range falls between 3.77 and 4.08. The 5% trimmed mean is 3.98. This value is a more robust measure of the central tendency as it excludes 5% of extreme values on both ends of the income distribution, providing a more reliable representation of the typical income. The median income is 4, representing the middle value in the income distribution. It indicates that half of the Intrapreneurs within this income range earn less than 4, while the other half earns more. The variance is 0.071, which measures the spread or variability of income values from the mean. A lower variance suggests that incomes within this group are relatively close to the mean value. The standard deviation is 0.267, which is the square root of the variance. It further quantifies the level of dispersion or variability in income data within this range. The minimum income observed in this group is 3, indicating the lowest income earned by an Intrapreneur within this income range. The maximum income observed is 4, representing the highest income earned by an Intrapreneur within this income range.

5. Income range Above 20 Lacs:

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The mean income for Intrapreneurs within this income range is 4.09. It represents the average income among individuals earning above 20 Lacs. The 95% confidence interval for the mean income is from 3.9 (Lower Bound) to 4.28 (Upper Bound). This interval indicates that we can be 95% confident that the true population mean income for Intrapreneurs within this range falls between 3.9 and 4.28. The 5% trimmed mean is 4.1. This value is a more robust measure of the central tendency as it excludes 5% of extreme values on both ends of the income distribution, providing a more reliable representation of the typical income. The median income is 4, representing the middle value in the income distribution. It indicates that half of the Intrapreneurs within this income range earn less than 4, while the other half earns more. The variance is 0.182, which measures the spread or variability of income values from the mean. A lower variance suggests that incomes within this group are relatively close to the mean value. The standard deviation is 0.426, which is the square root of the variance. It further quantifies the level of dispersion or variability in income data within this range. The minimum income observed in this group is 3, indicating the lowest income earned by an Intrapreneur within this income range. The maximum income observed is 5, representing the highest income earned by an Intrapreneur within this income range.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Professional Characteristics	Between Groups	0.438	4	0.109	1.18	0.32
	Within Groups	42.758	463	0.092		
	Total	43.196	467			
Ambition Characteristics	Between Groups	0.575	4	0.144	0.99	0.41
	Within Groups	67.234	463	0.145		
	Total	67.809	467			
Freedom Characteristics	Between Groups	0.509	4	0.127	0.86	0.49
	Within Groups	68.765	463	0.149		
	Total	69.275	467			
Decision making characteristics	Between Groups	0.697	4	0.174	1.12	0.35
	Within Groups	72.283	463	0.156		
	Total	72.981	467			
Confidence	Between Groups	0.645	4	0.161	1.39	0.24

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Characteristics	Within Groups	53.821	463	0.116		
	Total	54.466	467			
Courageous Characteristics	Between Groups	1.048	4	0.262	2.25	0.06
	Within Groups	53.982	463	0.117		
	Total	55.03	467			

(Table 4.6 ANOVA)

The provided data represents the results of an ANOVA (Analysis of Variance) analysis for characteristics which we have taken into study. Let us go through all the characteristics in detail:

1. Professional Characteristics:

The total Sum of Squares is 43.196, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.109, and for the Within Groups, it is 0.092. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 1.18. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.32. Typically, a p-value less than 0.05 are considered statistically significant. **However, since the p-value is greater than 0.05 (0.32 in this case), it suggests that there is no significant difference between the group means for "Professional Characteristics."**

Therefore, based on the ANOVA results, there is no statistically significant difference between the group means for the "Professional Characteristics" category.

2. Ambition Characteristics:

The total Sum of Squares is 67.809, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.144, and for the Within Groups, it is 0.145. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 0.99. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.41. Typically, a p-value less than 0.05 is considered statistically significant. **However, since the p-value is greater than 0.05 (0.41 in this case), it suggests that there is no significant difference between the group means for "Ambition Characteristics."**

Therefore, based on the ANOVA results, there is no statistically significant difference between the group means for the "Ambition Characteristics" category.

3. Freedom Characteristics:

The total Sum of Squares is 69.275, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.127, and for the Within Groups, it is 0.149. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 0.86. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.49. Typically, a p-value less than 0.05 is considered statistically significant. **However, since the p-value is greater than 0.05 (0.49 in this case), it suggests that**

there is no significant difference between the group means for "Freedom Characteristics."

Therefore, based on the ANOVA results, there is no statistically significant difference between the group means for the "Freedom Characteristics" category.

4. Decision making Characteristics:

The total Sum of Squares is 72.981, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.174, and for the Within Groups, it is 0.156. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 1.12. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.35. Typically, a p-value less than 0.05 is considered statistically significant. **However, since the p-value is greater than 0.05 (0.35 in this case), it suggests that there is no significant difference between the group means for "Decision Making Characteristics."**

Therefore, based on the ANOVA results, there is no statistically significant difference between the group means for the "Decision Making Characteristics" category.

5. Confidence Characteristics:

The total Sum of Squares is 54.466, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.161, and for the Within Groups, it is 0.116. The F-value

is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 1.39. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.24. Typically, a p-value less than 0.05 is considered statistically significant. **However, since the p-value is greater than 0.05 (0.24 in this case), it suggests that there is no significant difference between the group means for "Confidence Characteristics."**

Therefore, based on the ANOVA results, there is no statistically significant difference between the group means for the "Confidence Characteristics" category.

6. Courageous Characteristics:

The total Sum of Squares is 55.03, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.262, and for the Within Groups, it is 0.117. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 2.25. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.06. Typically, a p-value less than 0.05 is considered statistically significant. **In this case, the p-value (0.06) is slightly higher than 0.05, suggesting that there is a marginal level of significance. So there is a significant difference.**

Therefore, based on the ANOVA results, there may be a marginal level of significance in the differences between the group means for the "Courageous Characteristics" category.

For all the variables analyzed, the null hypothesis is not rejected, indicating no significant differences between the groups. **Therefore we can conclude that there is no significant difference in the characteristics of Intrapreneurs belonging to various economic background.**

Multiple Comparisons						
Dependent Variable: Intrapreneurs						
Tukey HSD						
(I) Income	(J) Income	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
01 Lacs to 05 Lacs	06 Lacs to 10 Lacs	0	0.03	1	-0.1	0.09
	11 Lacs to 15 Lacs	0.05	0.04	0.76	-0.06	0.16
	16 Lacs to 20 Lacs	0.14	0.08	0.43	-0.08	0.36
	Above 20 Lacs	-0.02	0.07	1	-0.21	0.16
06 Lacs to 10 Lacs	01 Lacs to 05 Lacs	0	0.03	1	-0.09	0.1
	11 Lacs to 15 Lacs	0.05	0.03	0.6	-0.04	0.14
	16 Lacs to 20 Lacs	0.14	0.08	0.38	-0.08	0.36
	Above 20 Lacs	-0.02	0.06	1	-0.2	0.15
11 Lacs to 15 Lacs	01 Lacs to 05 Lacs	-0.05	0.04	0.76	-0.16	0.06
	06 Lacs to 10 Lacs	-0.05	0.03	0.6	-0.14	0.04
	16 Lacs to 20 Lacs	0.09	0.08	0.8	-0.13	0.32
	Above 20 Lacs	-0.07	0.07	0.83	-0.26	0.11
16 Lacs to 20 Lacs	01 Lacs to 05 Lacs	-0.14	0.08	0.43	-0.36	0.08
	06 Lacs to 10 Lacs	-0.14	0.08	0.38	-0.36	0.08
	11 Lacs to 15 Lacs	-0.09	0.08	0.8	-0.32	0.13
	Above 20 Lacs	-0.16	0.1	0.46	-0.43	0.11
Above 20 Lacs	01 Lacs to 05 Lacs	0.02	0.07	1	-0.16	0.21
	06 Lacs to 10 Lacs	0.02	0.06	1	-0.15	0.2
	11 Lacs to 15 Lacs	0.07	0.07	0.83	-0.11	0.26
	16 Lacs to 20 Lacs	0.16	0.1	0.46	-0.11	0.43

(Table 4.7 Showing Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and economic background)

The provided data presents the results of multiple comparisons using Tukey's Honestly Significant Difference (HSD) test for the variable "Income" among different income brackets of Intrapreneurs.

The table displays the comparisons between various income brackets, including the mean difference, standard error, significance level (p-value), and the 95% confidence interval for the mean difference.

Comparing the income bracket "01 Lacs" to "06 Lacs to 10 Lacs," the mean difference is 0. The standard error is 0.03, indicating the precision of the estimate. The p-value is 1, suggesting that there is no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.1 to 0.09, indicating that the true population mean difference is likely to fall within this range.

When comparing "01 Lacs" to "11 Lacs to 15 Lacs," the mean difference is 0.05, with a standard error of 0.04. The p-value is 0.76, suggesting no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.06 to 0.16, implying that the true mean difference is likely to lie within this interval.

For the comparison of "01 Lacs" to "16 Lacs to 20 Lacs," the mean difference is 0.14, with a standard error of 0.08. The p-value is 0.43, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.08 to 0.36, implying that the true mean difference is likely to fall within this interval.

Lastly, when **comparing "01 Lacs" to "Above 20 Lacs,"** the mean difference is -0.02, with a standard error of 0.07. The p-value is 1, suggesting no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.21 to 0.16, indicating that the true mean difference is likely to fall within this range.

The results of the Tukey HSD test indicate that there are no significant differences in income between the "01 Lacs" bracket and any of the other income brackets ("06 Lacs to 10 Lacs," "11 Lacs to 15 Lacs," "16 Lacs to 20 Lacs," and "Above 20 Lacs"). The mean differences are small and not statistically significant, as evidenced by the high p-values and the overlapping confidence intervals that include zero.

When **comparing the income bracket "06 Lacs" to "01 Lacs to 05 Lacs,"** the mean difference is 0, indicating no difference in income between these two brackets. The standard error is 0.03, suggesting the precision of the estimate. The p-value is 1, indicating that there is no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.09 to 0.1, implying that the true population mean difference is likely to fall within this interval.

For the **comparison of "06 Lacs" to "11 Lacs to 15 Lacs,"** the mean difference is 0.05, with a standard error of 0.03. The p-value is 0.6, suggesting no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.04 to 0.14, indicating that the true mean difference is likely to lie within this interval.

When **comparing "06 Lacs" to "16 Lacs to 20 Lacs,"** the mean difference is 0.14, with a standard error of 0.08. The p-value is 0.38, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.08 to 0.36, suggesting that the true mean difference is likely to fall within this interval.

Lastly, when **comparing "06 Lacs" to "Above 20 Lacs,"** the mean difference is -0.02, with a standard error of 0.06. The p-value is 1, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.2 to 0.15, suggesting that the true mean difference is likely to lie within this range.

The results of the Tukey HSD test show that there are no significant differences in income between the "06 Lacs" bracket and any of the other income brackets ("01 Lacs to 05 Lacs," "11 Lacs to 15 Lacs," "16 Lacs to 20 Lacs," and "Above 20 Lacs"). The mean differences are small and not statistically significant, as indicated by the high p-values and the overlapping confidence intervals that include zero.

When **comparing the income bracket "11 Lacs" to "01 Lacs to 05 Lacs,"** the mean difference is -0.05, indicating that the average income in the "11 Lacs" bracket is 0.05 lower than the "01 Lacs to 05 Lacs" bracket. The standard error is 0.04, suggesting the precision of the estimate. The p-value is 0.76, indicating that there is

no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.16 to 0.06, implying that the true population mean difference is likely to fall within this interval.

For the **comparison of "11 Lacs" to "06 Lacs to 10 Lacs,"** the mean difference is -0.05, with a standard error of 0.03. The p-value is 0.6, suggesting no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.14 to 0.04, indicating that the true mean difference is likely to lie within this interval.

When **comparing "11 Lacs" to "16 Lacs to 20 Lacs,"** the mean difference is 0.09, with a standard error of 0.08. The p-value is 0.8, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.13 to 0.32, suggesting that the true mean difference is likely to fall within this interval.

Lastly, when **comparing "11 Lacs" to "Above 20 Lacs,"** the mean difference is -0.07, with a standard error of 0.07. The p-value is 0.83, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.26 to 0.11, suggesting that the true mean difference is likely to lie within this range.

The results of the Tukey HSD test show that there are no significant differences in income between the "11 Lacs" bracket and any of the other income brackets ("01 Lacs to 05 Lacs," "06 Lacs to 10 Lacs," "16 Lacs to 20 Lacs," and "Above 20 Lacs"). The mean differences are small and not statistically significant, as indicated by the high p-values and the overlapping confidence intervals that include zero.

When **comparing the income bracket "16 Lacs" to "01 Lacs to 05 Lacs,"** the mean difference is -0.14, indicating that the average income in the "16 Lacs" bracket is 0.14 lower than the "01 Lacs to 05 Lacs" bracket. The standard error is 0.08, suggesting the precision of the estimate. The p-value is 0.43, indicating that there is no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.36 to 0.08, implying that the true population mean difference is likely to fall within this interval.

For the **comparison of "16 Lacs" to "06 Lacs to 10 Lacs,"** the mean difference is also -0.14, with a standard error of 0.08. The p-value is 0.38, suggesting no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.36 to 0.08, indicating that the true mean difference is likely to lie within this interval.

When **comparing "16 Lacs" to "11 Lacs to 15 Lacs,"** the mean difference is -0.09, with a standard error of 0.08. The p-value is 0.8, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.32 to 0.13, suggesting that the true mean difference is likely to fall within this interval.

Lastly, when **comparing "16 Lacs" to "Above 20 Lacs,"** the mean difference is -0.16, with a standard error of 0.1. The p-value is 0.46, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.43 to 0.11, suggesting that the true mean difference is likely to lie within this range.

The results of the Tukey HSD test show that there are no significant differences in income between the "16 Lacs" bracket and any of the other income brackets ("01 Lacs to 05 Lacs," "06 Lacs to 10 Lacs," "11 Lacs to 15 Lacs," and "Above 20 Lacs"). The mean differences are small and not statistically significant, as indicated by the high p-values and the overlapping confidence intervals that include zero.

For the **comparison of "Above 20 Lacs" to "01 Lacs to 05 Lacs,"** the mean difference is 0.02, indicating that the average income in the "Above 20 Lacs" bracket is 0.02 higher than the "01 Lacs to 05 Lacs" bracket. The standard error is 0.07, suggesting the precision of the estimate. The p-value is 1, indicating that there is no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.16 to 0.21, implying that the true population mean difference is likely to fall within this interval.

Similarly, when **comparing "Above 20 Lacs" to "06 Lacs to 10 Lacs,"** the mean difference is 0.02, with a standard error of 0.06. The p-value is 1, suggesting no significant difference in income between these two brackets. The 95% confidence

interval for the mean difference ranges from -0.15 to 0.2, indicating that the true mean difference is likely to lie within this interval.

When **comparing "Above 20 Lacs" to "11 Lacs to 15 Lacs,"** the mean difference is 0.07, with a standard error of 0.07. The p-value is 0.83, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.11 to 0.26, suggesting that the true mean difference is likely to fall within this interval.

Lastly, when **comparing "Above 20 Lacs" to "16 Lacs to 20 Lacs,"** the mean difference is 0.16, with a standard error of 0.1. The p-value is 0.46, indicating no significant difference in income between these two brackets. The 95% confidence interval for the mean difference ranges from -0.11 to 0.43, suggesting that the true mean difference is likely to lie within this range.

The results of the Tukey HSD test show that there are no significant differences in income between the "Above 20 Lacs" bracket and any of the other income brackets ("01 Lacs to 05 Lacs," "06 Lacs to 10 Lacs," "11 Lacs to 15 Lacs," and "16 Lacs to 20 Lacs"). The mean differences are small and not statistically significant, as indicated by the high p-values and the overlapping confidence intervals that include zero.

4.4 Characteristics of Intrapreneurs belonging to various family occupation background.

H03: There is no significant difference in the characteristics of Intrapreneurs belonging to various family occupation background.

Descriptives					
	Family Occupation Background		Statistic	Std. Error	
Intrapreneurs	Business	Mean		4.12	0.03
		95% Confidence Interval for Mean	Lower Bound	4.06	
			Upper Bound	4.18	
		5% Trimmed Mean		4.09	
		Median		4	
		Variance		0.123	

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		Std. Deviation		0.35		
		Minimum		3		
		Maximum		5		
	Farmer	Mean		4.02	0.02	
		95% Confidence Interval for Mean	Lower Bound	3.98		
			Upper Bound	4.05		
		5% Trimmed Mean		4		
		Median		4		
		Variance		0.031		
		Std. Deviation		0.175		
		Minimum		3		
		Maximum		5		
	Government Employee	Mean		4.02	0.06	
		95% Confidence Interval for Mean	Lower Bound	3.9		
			Upper Bound	4.15		
		5% Trimmed Mean		4.03		
		Median		4		
		Variance		0.17		
		Std. Deviation		0.412		
		Minimum		3		
	Maximum		5			
	Private Job	Mean		4.03	0.02	
		95% Confidence Interval for Mean	Lower Bound	3.99		
			Upper Bound	4.07		
		5% Trimmed Mean		4		
		Median		4		
		Variance		0.062		
Std. Deviation		0.248				
Minimum		3				
Maximum		5				
Professional	Mean		4.07	0.05		

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	Service	95% Confidence Interval for Mean	Lower Bound	3.97	
			Upper Bound	4.17	
		5% Trimmed Mean		4.02	
		Median		4	
		Variance		0.069	
		Std. Deviation		0.262	
		Minimum		4	
		Maximum		5	

(Table 4.8: Characteristics of Intrapreneurs belonging to various family occupation background)

The above data presents descriptive statistics for the variable “family occupation background” among different groups: “Business,” “Farmer,” “Government Employee,” “Private Job,” and “Professional Service.” Each group’s statistics include the mean, 95% confidence interval for the mean, 5% trimmed mean, median, variance, standard deviation, minimum value, and maximum value.

1. Family occupation background- Business Category:

The mean Family Occupation Background score for "Intrapreneurs" in the "Business" category is 4.12. The mean represents the average score, indicating the typical value in this group. The confidence interval provides a range within which we can be 95% confident that the true population mean falls. In this case, the 95% confidence interval for the mean is between 4.06 (Lower Bound) and 4.18 (Upper Bound). This interval helps us to estimate the range in which the true mean might lie. The 5% trimmed mean is a measure of central tendency that excludes the lowest and highest 5% of scores. In this dataset, the 5% trimmed mean is 4.09, indicating a slightly lower value than the untrimmed mean. The median is the middle value of the dataset when the values are arranged in ascending order. In this case, the median is 4, which means that half of the "Intrapreneurs" in the "Business" category have a Family Occupation Background score of 4 or below, and the other half have a score of 4 or above. The variance is a measure of how much the scores in the dataset vary from the mean. In this case, the variance is 0.123, which indicates a moderate amount of variability in the Family Occupation Background scores. The standard deviation is the square root of the variance and provides a measure of the spread of the data points around the

mean. Here, the standard deviation is 0.35, indicating that the Family Occupation Background scores in the "Intrapreneurs" Business category are relatively dispersed from the mean. The minimum and maximum values in the dataset are 3 and 5, respectively. This means that the range of Family Occupation Background scores in the "Intrapreneurs" Business category is from 3 to 5.

2. Family occupation background- Farmer Category:

The mean Family Occupation Background score for "Intrapreneurs" with a background in "Farmer" is 4.02. The mean represents the average score in this group, indicating the typical value. The 95% confidence interval for the mean provides a range within which we can be 95% confident that the true population mean falls. In this case, the 95% confidence interval is between 3.98 (Lower Bound) and 4.05 (Upper Bound). This interval helps us estimate the range in which the true mean might lie. The 5% trimmed mean is a measure of central tendency that excludes the lowest and highest 5% of scores. Here, the 5% trimmed mean is exactly 4, indicating a slightly lower value than the untrimmed mean. The median is the middle value of the dataset when the values are arranged in ascending order. In this case, the median is also 4, which means that half of the "Intrapreneurs" with a background in "Farmer" have a Family Occupation Background score of 4 or below, and the other half have a score of 4 or above. The variance is a measure of how much the scores in the dataset vary from the mean. In this dataset, the variance is 0.031, indicating a relatively low amount of variability in the Family Occupation Background scores among "Intrapreneurs" with a background in "Farmer." The standard deviation is the square root of the variance and provides a measure of the spread of the data points around the mean. Here, the standard deviation is 0.175, indicating that the Family Occupation Background scores in this group are relatively close to the mean. The minimum and maximum values in the dataset are 3 and 5, respectively. This means that the range of Family Occupation Background scores among "Intrapreneurs" with a background in "Farmer" is from 3 to 5.

3. Family occupation background- Government Employee:

The mean Family Occupation Background score for "Intrapreneurs" with a background in "Government Employee" is 4.02. The mean represents the average score in this group, indicating the typical value. The 95% confidence interval for the mean provides a range within which we can be 95% confident that the true population mean falls. In this case, the 95% confidence interval is between 3.9 (Lower Bound) and 4.15 (Upper Bound). This interval helps us estimate the range in which the true mean might lie. The 5% trimmed mean is a measure of central tendency that excludes the lowest and highest 5% of scores. Here, the 5% trimmed mean is approximately 4.03, indicating a slightly lower value than the untrimmed mean. The median is the middle value of the dataset when the values are arranged in ascending order. In this case, the median is also 4, which means that half of the "Intrapreneurs" with a background in "Government Employee" have a Family Occupation Background score of 4 or below, and the other half have a score of 4 or above. The variance is a measure of how much the scores in the dataset vary from the mean. In this dataset, the variance is 0.17, indicating a moderate amount of variability in the Family Occupation Background scores among "Intrapreneurs" with a background in "Government Employee." The standard deviation is the square root of the variance and provides a measure of the spread of the data points around the mean. Here, the standard deviation is 0.412, indicating that the Family Occupation Background scores in this group are relatively spread out from the mean. The minimum and maximum values in the dataset are 3 and 5, respectively. This means that the range of Family Occupation Background scores among "Intrapreneurs" with a background in "Government Employee" is from 3 to 5.

4. Family occupation background- Private Job:

The mean Family Occupation Background score for "Private" job Intrapreneurs is 4.03. This mean value represents the average score of the participants in this group. The 95% confidence interval for the mean is between 3.99 (Lower Bound) and 4.07 (Upper Bound). This interval indicates the range within which we can be 95% confident that the true population mean lies. In this case, the confidence interval is relatively narrow, suggesting a reasonably precise estimation of the mean. The 5% trimmed mean for "Private" job Intrapreneurs is exactly 4. This trimmed mean measure excludes the lowest and highest 5% of scores, providing a more robust

estimate of the central tendency. The 5% trimmed mean aligns closely with the overall mean, indicating that the dataset does not have extreme outliers significantly affecting the central value. The median score for "Private" job Intrapreneurs is 4, which signifies the middle value in the dataset. It implies that half of the participants in this group have a Family Occupation Background score of 4 or below, while the other half have a score of 4 or above. The variance in the Family Occupation Background scores for "Private" job Intrapreneurs is 0.062. The variance quantifies the spread or dispersion of scores around the mean. In this case, the variance suggests a moderate level of variability in the scores within this group. The standard deviation, which is the square root of the variance, is equal to 0.248 for "Private" job Intrapreneurs. The standard deviation indicates the average amount of deviation from the mean. In this context, the standard deviation shows that the Family Occupation Background scores are relatively tightly clustered around the mean. The minimum and maximum Family Occupation Background scores for "Private" job Intrapreneurs are 3 and 5, respectively. This range represents the spread of scores observed in this group, spanning a difference of 2 units.

5. Family occupation background- Professional Service:

The mean Family Occupation Background score for "Professional Service" Intrapreneurs is 4.07. The mean value represents the average score of the participants in this group. The 95% confidence interval for the mean lies between 3.97 (Lower Bound) and 4.17 (Upper Bound). This interval reflects the range within which we can be 95% confident that the true population mean lies. The confidence interval indicates a moderate range, suggesting some uncertainty in the estimation of the mean due to the relatively wide interval. The 5% trimmed mean for "Professional Service" Intrapreneurs is approximately 4.02. The 5% trimmed mean excludes the lowest and highest 5% of scores, providing a more robust estimate of the central tendency. In this case, the trimmed mean aligns closely with the overall mean, indicating that the dataset does not have significant outliers that would substantially affect the central value. The median score for "Professional Service" Intrapreneurs is 4, representing the middle value in the dataset. It implies that half of the participants in this group have a Family Occupation Background score of 4 or below, while the other half have a score of 4 or above. The variance in the Family Occupation Background scores for

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"Professional Service" Intrapreneurs is 0.069. The variance measures the spread or dispersion of scores around the mean. In this context, the variance suggests a moderate level of variability in the scores within this group. The standard deviation, which is the square root of the variance, is equal to 0.262 for "Professional Service" Intrapreneurs. The standard deviation represents the average amount of deviation from the mean. In this context, the standard deviation shows that the Family Occupation Background scores are relatively tightly clustered around the mean value. The minimum and maximum Family Occupation Background scores for "Professional Service" Intrapreneurs are 4 and 5, respectively. This range reflects the spread of scores observed in this group, with a difference of 1 unit.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Professional Characteristics	Between Groups	1.168	4	0.292	3.218	0.013
	Within Groups	42.027	463	0.091		
	Total	43.196	467			
Ambition Characteristics	Between Groups	1.369	4	0.342	2.385	0.051
	Within Groups	66.44	463	0.143		
	Total	67.809	467			
Freedom Characteristics	Between Groups	1.211	4	0.303	2.06	0.085
	Within Groups	68.063	463	0.147		
	Total	69.275	467			
Decision Making Characteristics	Between Groups	0.153	4	0.038	0.243	0.914
	Within Groups	72.828	463	0.157		
	Total	72.981	467			
Confidence Characteristics	Between Groups	1.748	4	0.437	3.838	0.004
	Within Groups	52.718	463	0.114		
	Total	54.466	467			
Courageous Characteristics	Between Groups	1.191	4	0.298	2.56	0.038
	Within Groups	53.84	463	0.116		
	Total	55.03	467			

(Table 4.9 ANOVA)

The provided data presents the results of an analysis of variance (ANOVA) for different characteristics, namely Professional Characteristics, Ambition

Characteristics, Freedom Characteristics, Decision Making Characteristics, Confidence Characteristics, and Courageous Characteristics. The ANOVA examines whether there are significant differences between groups in terms of these characteristics.

Let us check all characteristics closely:

1. Professional Characteristics:

The total Sum of Squares is 43.196, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.292, and for the Within Groups, it is 0.091. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 3.218. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.013. Since the p-value is less than the commonly used significance level of 0.05, we can conclude that there is a statistically significant difference between the group means for the "Professional Characteristics" category.

Therefore, based on the ANOVA results, there is a significant difference in the "Professional Characteristics" among the different groups analyzed.

2. Ambition Characteristics:

The total Sum of Squares is 67.809, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing

the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.342, and for the Within Groups, it is 0.143. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 2.385. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.051. The p-value being slightly higher than the commonly used significance level of 0.05 suggests that there is a marginal level of significance in the differences between the group means for the "Ambition Characteristics" category.

Therefore, based on the ANOVA results, there is significance in the "Ambition Characteristics" among the different groups analyzed.

3. Freedom Characteristics:

The total Sum of Squares is 69.275, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.303, and for the Within Groups, it is 0.147. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 2.06. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.085. The p-value being higher than the commonly used significance level of 0.05 suggests that there is no statistically significant difference between the group means for the "Freedom Characteristics" category.

Therefore, based on the ANOVA results, there is no statistically significant difference in the "Freedom Characteristics" among the different groups analyzed.

4. Decision Making Characteristics:

The total Sum of Squares is 72.981, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.038, and for the Within Groups, it is 0.157. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 0.243. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.914. The p-value being higher than the commonly used significance level of 0.05 suggests that there is no statistically significant difference between the group means for the "Decision Making Characteristics" category.

Therefore, based on the ANOVA results, there is no statistically significant difference in the "Decision Making Characteristics" among the different groups analyzed.

5. Confidence Characteristics:

The total Sum of Squares is 54.466, which represents the total variability in the data. This total variability is further divided into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. These degrees of freedom represent the number of values that are free to vary in the statistical calculations. The Mean Square is calculated by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.437, and for the Within Groups, it is 0.114. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 3.838. The p-value, also denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. In this ANOVA, the p-value is 0.004. The p-value being less than the commonly used significance level of 0.05

suggests that there is a statistically significant difference between the group means for the "Confidence Characteristics" category.

Therefore, based on the ANOVA results, there is a statistically significant difference in the "Confidence Characteristics" among the different groups analyzed.

6. Courageous Characteristics:

The total Sum of Squares is 55.03, representing the overall variability in the data. This total variability is partitioned into two components: the Between Groups Sum of Squares and the Within Groups Sum of Squares. The Between Groups component has 4 degrees of freedom, while the Within Groups component has 463 degrees of freedom. Degrees of freedom indicate the number of values free to vary in statistical calculations. The Mean Square is obtained by dividing the Sum of Squares by its corresponding degrees of freedom. For the Between Groups, the Mean Square is 0.298, and for the Within Groups, it is 0.116. The F-value is the ratio of the Between Groups Mean Square to the Within Groups Mean Square. In this case, the F-value is 2.56. The p-value, denoted as "Sig.", indicates the probability of obtaining the observed F-value by chance. The p-value for this ANOVA is 0.038. Since the p-value is less than the conventional significance level of 0.05, it suggests that there is a statistically significant difference in the "Courageous Characteristics" among the various groups analyzed.

Therefore, based on the ANOVA results, there is a statistically significant difference in the "Courageous Characteristics" among the groups.

From the above results we can conclude that there is a significant difference in the characteristics of Intrapreneurs belonging to various family occupation background.

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Multiple Comparisons						
Dependent Variable: Intrapreneurs						
Tukey HSD						
(I) Family Occupation	(J) Family Occupation	Mean Differe nce (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Business	Farmer	.11*	0.04	0.02	0.01	0.2
	Government Employee	0.1	0.05	0.29	-0.04	0.24
	Private Job	0.09	0.04	0.07	0	0.19
	Professional Service	0.05	0.06	0.91	-0.11	0.21
Farmer	Business	-.11*	0.04	0.02	-0.2	-0.01
	Government Employee	-0.01	0.05	1	-0.15	0.13
	Private Job	-0.02	0.04	0.99	-0.11	0.08
	Professional Service	-0.06	0.06	0.88	-0.22	0.11
Government Employee	Business	-0.1	0.05	0.29	-0.24	0.04
	Farmer	0.01	0.05	1	-0.13	0.15
	Private Job	-0.01	0.05	1	-0.15	0.13
	Professional Service	-0.05	0.07	0.96	-0.24	0.14
Private Job	Business	-0.09	0.04	0.07	-0.19	0
	Farmer	0.02	0.04	0.99	-0.08	0.11
	Government Employee	0.01	0.05	1	-0.13	0.15
	Professional Service	-0.04	0.06	0.96	-0.2	0.12
Professional Service	Business	-0.05	0.06	0.91	-0.21	0.11
	Farmer	0.06	0.06	0.88	-0.11	0.22
	Government Employee	0.05	0.07	0.96	-0.14	0.24
	Private Job	0.04	0.06	0.96	-0.12	0.2

(Table 4.10 Showing Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and family occupation background.)

The provided data presents the results of Tukey's Honest Significant Difference (HSD) test for the comparison of mean differences between different family occupations. The Tukey HSD test is used to determine if there are significant differences between the means of multiple groups.

Comparing the Family Occupation of "Business" to "Farmer," the mean difference (I-J) is 0.11. The standard error is 0.035, and the significance (Sig.) is 0.019. Based on the test, the 95% confidence interval for the mean difference ranges from 0.01 to 0.2. Since the p-value (Sig.) is less than the significance level of 0.05, the null hypothesis of no difference between the mean scores of "Business" and "Farmer" is rejected. Therefore, there is a significant difference between these two family occupations.

Next, **comparing "Business" to "Government Employee,"** the mean difference is 0.1. The standard error is 0.05, and the significance is 0.286. The 95% confidence interval for the mean difference ranges from -0.04 to 0.24. In this case, the p-value is greater than the significance level, indicating that there is no significant difference between "Business" and "Government Employee" in terms of family occupation.

Comparing **"Business" to "Private Job,"** the mean difference is 0.09. The standard error is 0.035, and the significance is 0.068. The 95% confidence interval for the mean difference ranges from 0 to 0.19. Since the p-value is greater than the significance level, there is no significant difference between "Business" and "Private Job" in terms of family occupation.

Lastly, comparing **"Business" to "Professional Service,"** the mean difference is 0.05. The standard error is 0.059, and the significance is 0.911. The 95% confidence interval for the mean difference ranges from -0.11 to 0.21. Since the p-value is greater than the significance level, there is no significant difference between "Business" and "Professional Service" in terms of family occupation.

Based on the Tukey HSD test results, there is a significant difference between the mean scores of "Business" and "Farmer" family occupations. However, no

significant differences were found between "Business" and "Government Employee," "Private Job," or "Professional Service" in terms of family occupation.

When **comparing the Family Occupation of "Farmer" to "Business,"** the mean difference (I-J) is -0.11. The standard error is 0.035, and the significance (Sig.) is 0.019. The 95% confidence interval for the mean difference ranges from -0.2 to -0.01. Since the p-value (Sig.) is less than the significance level of 0.05, we reject the null hypothesis of no difference between the mean scores of "Farmer" and "Business." Thus, there is a significant difference between these two family occupations.

Next, **comparing "Farmer" to "Government Employee,"** the mean difference is -0.01. The standard error is 0.051, and the significance is 1. The 95% confidence interval for the mean difference ranges from -0.15 to 0.13. In this case, the p-value is greater than the significance level, indicating that there is no significant difference between "Farmer" and "Government Employee" in terms of family occupation.

When **comparing "Farmer" to "Private Job,"** the mean difference is -0.02. The standard error is 0.035, and the significance is 0.992. The 95% confidence interval for the mean difference ranges from -0.11 to 0.08. Since the p-value is greater than the significance level, there is no significant difference between "Farmer" and "Private Job" in terms of family occupation.

Lastly, **comparing "Farmer" to "Professional Service,"** the mean difference is -0.06. The standard error is 0.059, and the significance is 0.88. The 95% confidence interval for the mean difference ranges from -0.22 to 0.11. Since the p-value is greater than the significance level, there is no significant difference between "Farmer" and "Professional Service" in terms of family occupation.

Based on the Tukey HSD test results, there is a significant difference between the mean scores of "Farmer" and "Business" family occupations. However, no significant differences were found between "Farmer" and "Government Employee," "Private Job," or "Professional Service" in terms of family occupation.

When **comparing the Family Occupation of "Government Employee" to "Business,"** the mean difference (I-J) is -0.1. The standard error is 0.05, and the significance (Sig.) is 0.286. The 95% confidence interval for the mean difference ranges from -0.24 to 0.04. Since the p-value (Sig.) is greater than the significance level of 0.05, there is no significant difference between the mean scores of "Government Employee" and "Business" in terms of family occupation.

Next, **comparing "Government Employee" to "Farmer,"** the mean difference is 0.01. The standard error is 0.051, and the significance is 1. The 95% confidence interval for the mean difference ranges from -0.13 to 0.15. Again, the p-value is greater than the significance level, indicating that there is no significant difference between "Government Employee" and "Farmer" in terms of family occupation.

When **comparing "Government Employee" to "Private Job,"** the mean difference is -0.01. The standard error is 0.051, and the significance is 1. The 95% confidence interval for the mean difference ranges from -0.15 to 0.13. Since the p-value is greater than the significance level, there is no significant difference between "Government Employee" and "Private Job" in terms of family occupation.

Lastly, **comparing "Government Employee" to "Professional Service,"** the mean difference is -0.05. The standard error is 0.07, and the significance is 0.96. The 95% confidence interval for the mean difference ranges from -0.24 to 0.14. Since the p-value is greater than the significance level, there is no significant difference between "Government Employee" and "Professional Service" in terms of family occupation.

Based on the Tukey HSD test results, there are no significant differences between the mean scores of "Government Employee" and any of the other family occupations: "Business," "Farmer," "Private Job," or "Professional Service."

Comparing the Family Occupation of "Private Job" to "Business," the mean difference (I-J) is -0.09. The standard error is 0.035, and the significance (Sig.) is 0.068. The 95% confidence interval for the mean difference ranges from -0.19 to 0. The p-value (Sig.) is smaller than the significance level of 0.05, indicating that there is a significant difference between the mean scores of "Private Job" and "Business" in terms of family occupation.

When **comparing "Private Job" to "Farmer,"** the mean difference is 0.02. The standard error is 0.035, and the significance is 0.992. The 95% confidence interval for the mean difference ranges from -0.08 to 0.11. Since the p-value is greater than the significance level, there is no significant difference between "Private Job" and "Farmer" in terms of family occupation.

Comparing **"Private Job" to "Government Employee,"** the mean difference is 0.01. The standard error is 0.051, and the significance is 1. The 95% confidence interval for the mean difference ranges from -0.13 to 0.15. Since the p-value is greater than the significance level, there is no significant difference between "Private Job" and "Government Employee" in terms of family occupation.

Lastly, **comparing "Private Job" to "Professional Service,"** the mean difference is -0.04. The standard error is 0.059, and the significance is 0.961. The 95% confidence interval for the mean difference ranges from -0.2 to 0.12. Since the p-value is greater than the significance level, there is no significant difference between "Private Job" and "Professional Service" in terms of family occupation.

Based on the Tukey HSD test results, there is a significant difference between the mean scores of "Private Job" and "Business" in terms of family occupation. However, there are no significant differences between "Private Job" and the other family occupations: "Farmer," "Government Employee," or "Professional Service."

Comparing the Family Occupation of "Professional Service" to "Business," the mean difference (I-J) is -0.05. The standard error is 0.059, and the significance (Sig.) is 0.911. The 95% confidence interval for the mean difference ranges from -0.21 to 0.11. Since the p-value is greater than the significance level of 0.05, there is no significant difference between "Professional Service" and "Business" in terms of family occupation.

When **comparing "Professional Service" to "Farmer,"** the mean difference is 0.06. The standard error is 0.059, and the significance is 0.88. The 95% confidence interval for the mean difference ranges from -0.11 to 0.22. Since the p-value is greater than the significance level, there is no significant difference between "Professional Service" and "Farmer" in terms of family occupation.

Comparing "Professional Service" to "Government Employee," the mean difference is 0.05. The standard error is 0.07, and the significance is 0.96. The 95% confidence interval for the mean difference ranges from -0.14 to 0.24. Since the p-value is greater than the significance level, there is no significant difference between "Professional Service" and "Government Employee" in terms of family occupation.

Lastly, **comparing "Professional Service" to "Private Job,"** the mean difference is 0.04. The standard error is 0.059, and the significance is 0.961. The 95% confidence interval for the mean difference ranges from -0.12 to 0.2. Since the p-value is greater than the significance level, there is no significant difference between "Professional Service" and "Private Job" in terms of family occupation.

Based on the Tukey HSD test results, there are no significant differences between the mean scores of "Professional Service" and any of the other family occupations: "Business," "Farmer," "Government Employee," or "Private Job."

4.5 Characteristics of Intrapreneurs and various social status.

H04: There is no significant difference in the characteristics of Intrapreneurs belonging to various social status.

Descriptive					
	Social Status		Statistic	Std. Error	
Intrapreneurs	Poor	Mean		4.09	0.091
		95% Confidence Interval for Mean	Lower Bound	3.89	
			Upper Bound	4.29	
		5% Trimmed Mean		4.05	
		Median		4	
		Variance		0.091	
		Std. Deviation		0.302	
		Minimum		4	
		Maximum		5	
	Lower Middle	Mean		4.09	0.036
		95% Confidence Interval for Mean	Lower Bound	4.01	
			Upper Bound	4.16	

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		5% Trimmed Mean		4.05	
		Median		4	
		Variance		0.104	
		Std. Deviation		0.322	
		Minimum		3	
		Maximum		5	
	Middle	Mean		4.05	0.017
		95% Confidence Interval for Mean	Lower Bound	4.01	
			Upper Bound	4.08	
		5% Trimmed Mean		4.01	
		Median		4	
		Variance		0.074	
		Std. Deviation		0.272	
		Minimum		3	
		Maximum		5	
	Upper Middle	Mean		4.04	0.028
		95% Confidence Interval for Mean	Lower Bound	3.98	
			Upper Bound	4.09	
		5% Trimmed Mean		4.01	
		Median		4	
		Variance		0.078	
		Std. Deviation		0.28	
		Minimum		3	
	Maximum		5		
	Rich	Mean		4.18	0.122
		95% Confidence Interval for Mean	Lower Bound	3.91	
			Upper Bound	4.45	
5% Trimmed Mean		4.15			
Median		4			
Variance		0.164			
Std. Deviation		0.405			
Minimum		4			
Maximum		5			

(Table 4.11- Characteristics of Intrapreneurs and various social status)

1. Social status of "Intrapreneurs" with a "Poor" status:

The data provided represents descriptive statistics for the "Social Status" of a group of individuals categorized as "Intrapreneurs" with a specific status of "Poor."

Let's look into the detailed information:

The mean social status for the group of "Intrapreneurs" with a "Poor" status is 4.09. The mean represents the average value of the social status scores within this group. The 95% confidence interval provides a range within which we can be 95% confident that the true population mean falls. For this group, the lower bound of the confidence interval is 3.89, and the upper bound is 4.29. This means that we can be reasonably confident that the true population mean of social status for "Intrapreneurs" with a "Poor" status lies within this range. The 5% trimmed mean is a measure of central tendency that excludes 5% of extreme values from both ends of the data. In this case, the 5% trimmed mean is 4.05, which provides a robust estimate of the central tendency for this group, less influenced by extreme values. The median social status for "Intrapreneurs" with a "Poor" status is 4. The median is the middle value of the data when arranged in ascending order, which suggests that the majority of individuals in this group have a social status of 4. The variance measures the spread or dispersion of the social status scores within this group. For "Intrapreneurs" with a "Poor" status, the variance is 0.091, indicating relatively low variability in social status scores. The standard deviation is another measure of dispersion that quantifies the average amount of deviation from the mean. For this group, the standard deviation of social status is 0.302. The minimum social status score in this group is 4, and the maximum is 5. These values define the range of social status observed among "Intrapreneurs" with a "Poor" status.

2. Social status of "Intrapreneurs" with a "Lower Middle" status:

The data presented provides descriptive statistics for the "Social Status" of a group of individuals categorized as "Intrapreneurs" with a specific status of "Lower Middle."

Let's explore the detailed information:

The mean social status for the group of "Intrapreneurs" with a "Lower Middle" status is 4.09. The mean represents the average value of the social status scores within this

group. The 95% confidence interval gives a range within which we can be 95% confident that the true population mean falls. For this group, the lower bound of the confidence interval is 4.01, and the upper bound is 4.16. This means we can be reasonably confident that the true population mean of social status for "Intrapreneurs" with a "Lower Middle" status lies within this range. The 5% trimmed mean is a measure of central tendency that excludes 5% of extreme values from both ends of the data. In this case, the 5% trimmed mean is 4.05, which provides a robust estimate of the central tendency for this group, less influenced by extreme values. The median social status for "Intrapreneurs" with a "Lower Middle" status is 4. The median is the middle value of the data when arranged in ascending order, suggesting that the majority of individuals in this group have a social status of 4. The variance measures the spread or dispersion of the social status scores within this group. For "Intrapreneurs" with a "Lower Middle" status, the variance is 0.104, indicating moderate variability in social status scores. The standard deviation is another measure of dispersion that quantifies the average amount of deviation from the mean. For this group, the standard deviation of social status is 0.322. The minimum social status score in this group is 3, and the maximum is 5. These values define the range of social status observed among "Intrapreneurs" with a "Lower Middle" status.

3. Social status of "Intrapreneurs" with a "Middle" status:

The data provided gives us descriptive statistics for the "Social Status" of individuals categorized as "Intrapreneurs" with a status of "Middle."

Let's look into the detailed information:

The mean social status for the group of "Intrapreneurs" with a "Middle" status is 4.05. The mean represents the average value of the social status scores within this group. The 95% confidence interval provides a range within which we can be 95% confident that the true population mean lies. For this group, the lower bound of the confidence interval is 4.01, and the upper bound is 4.08. This indicates that we can reasonably assume that the true average social status of "Intrapreneurs" with a "Middle" status falls within this range. The 5% trimmed mean is a measure of central tendency that eliminates 5% of extreme values from both ends of the data. In this case, the 5%

trimmed mean is 4.01, which provides a more robust estimate of the central tendency for this group, less influenced by extreme values. The median social status for "Intrapreneurs" with a "Middle" status is 4. The median is the middle value of the data when arranged in ascending order, suggesting that the majority of individuals in this group have a social status of 4. The variance measures the spread or dispersion of the social status scores within this group. For "Intrapreneurs" with a "Middle" status, the variance is 0.074, indicating a moderate level of variability in social status scores. The standard deviation is another measure of dispersion that quantifies the average amount of deviation from the mean. For this group, the standard deviation of social status is 0.272. The minimum social status score in this group is 3, and the maximum is 5. These values define the range of social status observed among "Intrapreneurs" with a "Middle" status.

4. Social status of "Intrapreneurs" with a "Upper Middle" status:

The descriptive statistics provided pertain to the "Social Status" of individuals classified as "Intrapreneurs" with an "Upper Middle" status.

Let's examine the data in detail:

The mean social status for the group of "Intrapreneurs" with an "Upper Middle" status is 4.04. The mean represents the average value of the social status scores within this group. The 95% confidence interval gives a range within which we can be 95% confident that the true population mean lies. For this group, the lower bound of the confidence interval is 3.98, and the upper bound is 4.09. This means we can reasonably assume that the true average social status of "Intrapreneurs" with an "Upper Middle" status falls within this range. The 5% trimmed mean is a measure of central tendency that removes 5% of extreme values from both ends of the data. Here, the 5% trimmed mean is 4.01, which provides a more robust estimate of the central tendency for this group, less influenced by extreme values. The median social status for "Intrapreneurs" with an "Upper Middle" status is 4. The median is the middle value of the data when arranged in ascending order, suggesting that the majority of individuals in this group have a social status of 4. The variance measures the spread or dispersion of the social status scores within this group. For "Intrapreneurs" with an "Upper Middle" status, the variance is 0.078, indicating a moderate level of variability

in social status scores. The standard deviation is another measure of dispersion that quantifies the average amount of deviation from the mean. For this group, the standard deviation of social status is 0.28. The minimum social status score in this group is 3, and the maximum is 5. These values define the range of social status observed among "Intrapreneurs" with an "Upper Middle" status.

5. Social status of "Intrapreneurs" with a "Rich" status:

The descriptive statistics provided pertain to the "Social Status" of individuals classified as "Intrapreneurs" with a "Rich" status.

Let's look into the data in detail:

The mean social status for the group of "Intrapreneurs" with a "Rich" status is 4.18. The mean represents the average value of the social status scores within this group. The 95% confidence interval gives a range within which we can be 95% confident that the true population mean lies. For this group, the lower bound of the confidence interval is 3.91, and the upper bound is 4.45. This means we can reasonably assume that the true average social status of "Intrapreneurs" with a "Rich" status falls within this range. The 5% trimmed mean is a measure of central tendency that removes 5% of extreme values from both ends of the data. Here, the 5% trimmed mean is 4.15, providing a more robust estimate of the central tendency for this group, less influenced by extreme values. The median social status for "Intrapreneurs" with a "Rich" status is 4. The median is the middle value of the data when arranged in ascending order, indicating that the majority of individuals in this group have a social status of 4. The variance measures the spread or dispersion of the social status scores within this group. For "Intrapreneurs" with a "Rich" status, the variance is 0.164, suggesting a moderate level of variability in social status scores. The standard deviation is another measure of dispersion that quantifies the average amount of deviation from the mean. For this group, the standard deviation of social status is 0.405. The minimum social status score in this group is 4, and the maximum is 5. These values define the range of social status observed among "Intrapreneurs" with a "Rich" status.

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Region.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Professional Characteristics	Between Groups	0.631	5	0.126	1.37	0.23
	Within Groups	42.564	462	0.092		
	Total	43.196	467			
Ambition Characteristics	Between Groups	0.682	5	0.136	0.94	0.46
	Within Groups	67.127	462	0.145		
	Total	67.809	467			
Freedom Characteristics	Between Groups	0.694	5	0.139	0.94	0.46
	Within Groups	68.58	462	0.148		
	Total	69.275	467			
Decision Making Characteristics	Between Groups	0.714	5	0.143	0.91	0.47
	Within Groups	72.267	462	0.156		
	Total	72.981	467			
Confidence Characteristics	Between Groups	0.245	5	0.049	0.42	0.84
	Within Groups	54.221	462	0.117		
	Total	54.466	467			
Courageous Characteristics	Between Groups	0.566	5	0.113	0.96	0.44
	Within Groups	54.464	462	0.118		
	Total	55.03	467			

(Table 4.12 ANOVA)

The above data presents the results of separate analyses of variance (ANOVA) for different characteristics, including Professional Characteristics, Ambition Characteristics, Freedom Characteristics, Decision Making Characteristics, Confidence Characteristics, and Courageous Characteristics. Each ANOVA analysis assesses the between-groups and within-groups variability for the respective characteristic.

Let's examine each characteristic's ANOVA results individually:

1. Professional Characteristics:

The provided data represents the results of an analysis of variance (ANOVA) for the variable "Professional Characteristics" with respect to different groups.

For Between Groups, the sum of squares between groups is 0.631. This value represents the variability of the data between the different groups of "Professional Characteristics." The degrees of freedom between groups are 5, which corresponds to the number of groups minus 1. The mean square between groups is calculated as the sum of squares between groups divided by the degrees of freedom between groups. In this case, the mean square is 0.126. The F-value is calculated by dividing the mean square between groups by the mean square within groups. Here, the F-value is 1.37. For within Groups, the sum of squares within groups is 42.564. This value represents the variability of the data within each group of "Professional Characteristics." The degrees of freedom within groups are 462, which corresponds to the total number of observations minus the total number of groups. The mean square within groups is calculated as the sum of squares within groups divided by the degrees of freedom within groups. In this case, the mean square is 0.092. The total sum of squares is 43.196, which represents the overall variability of the data. The total degrees of freedom are 467, which corresponds to the total number of observations minus 1. The significance value (Sig.) is a p-value that indicates the probability of observing an F-value as extreme as the one obtained, assuming the null hypothesis is true. In this case, the p-value is 0.23, which is above the typical significance level of 0.05.

As a result, we do not have enough evidence to reject the null hypothesis, suggesting that there is no significant difference in "Professional Characteristics" among the groups.

2. Ambition Characteristics:

The provided data presents the results of an analysis of variance (ANOVA) for the variable "Ambition Characteristics" with respect to different groups.

For between groups, the sum of squares between groups is 0.682. This value represents the variability of the data between the different groups of "Ambition Characteristics." The degrees of freedom between groups are 5, which corresponds to the number of groups minus 1. The mean square between groups is calculated as the sum of squares between groups divided by the degrees of freedom between groups. In this case, the mean square is 0.136. The F-value is calculated by dividing the mean

square between groups by the mean square within groups. Here, the F-value is 0.94. For within groups the sum of squares within groups is 67.127. This value represents the variability of the data within each group of "Ambition Characteristics." The degrees of freedom within groups are 462, which corresponds to the total number of observations minus the total number of groups. The mean square within groups is calculated as the sum of squares within groups divided by the degrees of freedom within groups. In this case, the mean square is 0.145. The total sum of squares is 67.809, which represents the overall variability of the data. The total degrees of freedom are 467, which corresponds to the total number of observations minus 1. The significance value (Sig.) is a p-value that indicates the probability of observing an F-value as extreme as the one obtained, assuming the null hypothesis is true. In this case, the p-value is 0.46, which is above the typical significance level of 0.05. As a result, we do not have enough evidence to reject the null hypothesis, suggesting that there is no significant difference in "Ambition Characteristics" among the groups.

The ANOVA results for "Ambition Characteristics" indicate that there is no significant difference between the groups in terms of this variable.

3. Freedom Characteristics:

The presented data represents the results of an analysis of variance (ANOVA) for the variable "Freedom Characteristics" across different groups.

For between groups the sum of squares between groups is 0.694. This value represents the variation in the "Freedom Characteristics" data across the different groups being compared. The degrees of freedom between groups are 5, which is calculated as the number of groups minus 1. The mean square between groups is obtained by dividing the sum of squares between groups by the degrees of freedom between groups. In this case, the mean square is 0.139. The F-value is computed as the ratio of the mean square between groups to the mean square within groups. Here, the F-value is 0.94. For within groups the sum of squares within groups is 68.58. This value represents the variability of the "Freedom Characteristics" data within each group. The degrees of freedom within groups are 462, calculated as the total number of observations minus the total number of groups. The mean square within groups is

calculated as the sum of squares within groups divided by the degrees of freedom within groups. In this case, the mean square is 0.148. The total sum of squares is 69.275, which represents the overall variation in the "Freedom Characteristics" data. The total degrees of freedom are 467, calculated as the total number of observations minus 1. The significance value (Sig.) is the p-value that indicates the probability of observing an F-value as extreme as the one obtained, assuming the null hypothesis is true. In this case, the p-value is 0.46, which is higher than the typical significance level of 0.05. Therefore, based on the p-value, we do not have sufficient evidence to reject the null hypothesis. This implies that there is no significant difference in the "Freedom Characteristics" among the groups.

Therefore, the ANOVA results for "Freedom Characteristics" indicate that there is no statistically significant difference between the groups concerning this variable.

4. Decision making Characteristics:

The ANOVA table provided above presents the results of an analysis of variance for the variable "Decision Making Characteristics" across different groups.

For between groups the sum of squares between groups is 0.714. This value represents the variability of the "Decision Making Characteristics" data among the different groups being compared. The degrees of freedom between groups are 5, calculated as the number of groups minus 1. The mean square between groups is obtained by dividing the sum of squares between groups by the degrees of freedom between groups. In this case, the mean square is 0.143. The F-value is calculated as the ratio of the mean square between groups to the mean square within groups. Here, the F-value is 0.91. For within groups the sum of squares within groups is 72.267. This value represents the variability of the "Decision Making Characteristics" data within each group. The degrees of freedom within groups are 462, calculated as the total number of observations minus the total number of groups. The mean square within groups is calculated as the sum of squares within groups divided by the degrees of freedom within groups. In this case, the mean square is 0.156. The total sum of squares is 72.981, which represents the overall variation in the "Decision Making

Characteristics" data. The total degrees of freedom are 467, calculated as the total number of observations minus 1. The significance value (Sig.) is the p-value that indicates the probability of observing an F-value as extreme as the one obtained, assuming the null hypothesis is true. In this case, the p-value is 0.47, which is higher than the typical significance level of 0.05. Therefore, based on the p-value, we do not have sufficient evidence to reject the null hypothesis. This implies that there is no statistically significant difference in the "Decision Making Characteristics" among the groups.

Therefore, the ANOVA results for "Decision Making Characteristics" show that there is no significant difference in this variable across the groups being examined.

5. Confidence Characteristics:

The ANOVA table provided above displays the results of an analysis of variance (ANOVA) for the variable "Confidence Characteristics" across different groups.

For between groups the sum of squares between groups is 0.245. This value represents the variability of the "Confidence Characteristics" data among the various groups being compared. The degrees of freedom between groups are 5, which is calculated as the number of groups minus 1. The mean square between groups is obtained by dividing the sum of squares between groups by the degrees of freedom between groups. In this case, the mean square is 0.049. The F-value is calculated as the ratio of the mean square between groups to the mean square within groups. Here, the F-value is 0.42. For within groups, the sum of squares within groups is 54.221. This value represents the variability of the "Confidence Characteristics" data within each group. The degrees of freedom within groups are 462, which is calculated as the total number of observations minus the total number of groups. The mean square within groups is calculated as the sum of squares within groups divided by the degrees of freedom within groups. In this case, the mean square is 0.117.: The total sum of squares is 54.466, which represents the overall variation in the "Confidence Characteristics" data. The total degrees of freedom are 467, calculated as the total

number of observations minus 1. The significance value (Sig.) is the p-value that indicates the probability of observing an F-value as extreme as the one obtained, assuming the null hypothesis is true. In this case, the p-value is 0.84, which is much higher than the typical significance level of 0.05. As a result, we do not have sufficient evidence to reject the null hypothesis. This suggests that there is no statistically significant difference in the "Confidence Characteristics" among the groups.

Therefore, the ANOVA results for "Confidence Characteristics" reveal that there is no significant difference in this variable across the groups being examined.

6. Courageous Characteristics:

The ANOVA table provided above presents the results of an analysis of variance (ANOVA) for the variable "Courageous Characteristics" across different groups.

For between Groups the sum of squares between groups is 0.566. This value indicates the variation in the "Courageous Characteristics" data among the various groups being compared. The degrees of freedom between groups are 5, calculated as the number of groups minus 1. The mean square between groups is obtained by dividing the sum of squares between groups by the degrees of freedom between groups. In this case, the mean square is 0.113. The F-value is computed as the ratio of the mean square between groups to the mean square within groups. Here, the F-value is 0.96. For within Groups, the sum of squares within groups is 54.464. This value reflects the variability of the "Courageous Characteristics" data within each group. The degrees of freedom within groups are 462, calculated as the total number of observations minus the total number of groups. The mean square within groups is calculated by dividing the sum of squares within groups by the degrees of freedom within groups. In this case, the mean square is 0.118. The total sum of squares is 55.03, which represents the overall variation in the "Courageous Characteristics" data. The total degrees of freedom are 467, calculated as the total number of observations minus 1. The significance value (Sig.) is the p-value that indicates the probability of observing an

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F-value as extreme as the one obtained, assuming the null hypothesis is true. In this case, the p-value is 0.44, which is higher than the typical significance level of 0.05. As a result, we do not have sufficient evidence to reject the null hypothesis. This suggests that there is no statistically significant difference in the "Courageous Characteristics" among the groups.

Therefore, the ANOVA results for "Courageous Characteristics" indicate that there is no significant difference in this variable across the groups being examined.

From the results in the above ANOVA, we can conclude that there is no significant difference in the characteristics of Intrapreneurs belonging to various social status.

Multiple Comparisons						
Dependent Variable: Intrapreneurs						
Tukey HSD						
(I) Social Status	(J) Social Status	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Poor	Lower Middle	0.01	0.092	1	-0.25	0.26
	Middle	0.05	0.088	0.99	-0.2	0.29
	Upper Middle	0.05	0.091	0.98	-0.2	0.3
	Rich	-0.09	0.123	0.95	-0.43	0.24
Lower Middle	Poor	-0.01	0.092	1	-0.26	0.25
	Middle	0.04	0.036	0.81	-0.06	0.14
	Upper Middle	0.05	0.043	0.82	-0.07	0.16
	Rich	-0.1	0.092	0.83	-0.35	0.16
Middle	Poor	-0.05	0.088	0.99	-0.29	0.2
	Lower Middle	-0.04	0.036	0.81	-0.14	0.06
	Upper Middle	0.01	0.034	1	-0.09	0.1
	Rich	-0.14	0.088	0.54	-0.38	0.11
Upper Middle	Poor	-0.05	0.091	0.98	-0.3	0.2
	Lower Middle	-0.05	0.043	0.82	-0.16	0.07
	Middle	-0.01	0.034	1	-0.1	0.09
	Rich	-0.14	0.091	0.53	-0.39	0.11
Rich	Poor	0.09	0.123	0.95	-0.24	0.43
	Lower Middle	0.1	0.092	0.83	-0.16	0.35
	Middle	0.14	0.088	0.54	-0.11	0.38
	Upper Middle	0.14	0.091	0.53	-0.11	0.39

(Table 4.13 Showing Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and social status).

The provided data shows the results of the Tukey HSD (Honestly Significant Difference) test for the dependent variable "Intrapreneurs" across different levels of the independent variable "Social Status." The table includes the mean difference, standard error, significance level (Sig.), and the 95% confidence interval for each comparison.

When **comparing "Poor" to "Lower Middle,"** the mean difference is 0.01. This means that, on average, there is a very small difference between the two groups in terms of their intrapreneurial characteristics. The standard error of 0.092 indicates the precision of the estimate. The significance level of 1 suggests that there is no significant difference between these groups, meaning that any observed difference is likely due to chance. The 95% confidence interval for the mean difference ranges from -0.25 to 0.26, indicating that the true population mean difference could potentially fall within this range.

Similarly, when **comparing "Poor" to "Middle,"** the mean difference is 0.05, indicating a slightly larger difference between the two groups. The standard error of 0.088 provides an estimate of the precision. The significance level of 0.986 suggests no significant difference between these groups, again implying that any observed difference is likely due to random variation. The 95% confidence interval for the mean difference ranges from -0.2 to 0.29, indicating that the true population mean difference may lie within this interval.

Moving on to the **comparison of "Poor" and "Upper Middle,"** the mean difference remains the same at 0.05. The standard error of 0.091 represents the precision of the estimate. The significance level of 0.98 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.2 to 0.3, indicating that the true population mean difference could potentially fall within this range.

Finally, **comparing "Poor" and "Rich,"** the mean difference is -0.09, indicating a negative difference between the two groups. The standard error of 0.123 provides an estimate of the precision. The significance level of 0.947 suggests no significant

difference between these groups. The 95% confidence interval for the mean difference ranges from -0.43 to 0.24, indicating that the true population mean difference may lie within this interval.

When **comparing "Lower Middle" to "Poor,"** the mean difference is -0.01. This suggests that, on average, individuals with a "Lower Middle" social status have slightly lower intrapreneurial characteristics compared to those with a "Poor" social status. The standard error of 0.092 indicates the precision of the estimate. The significance level of 1 suggests no significant difference between these groups, indicating that any observed difference is likely due to random variation. The 95% confidence interval for the mean difference ranges from -0.26 to 0.25, suggesting that the true population mean difference may lie within this interval.

In the **comparison of "Lower Middle" and "Middle,"** the mean difference is 0.04. This indicates that, on average, individuals with a "Middle" social status have slightly higher intrapreneurial characteristics compared to those with a "Lower Middle" social status. The standard error of 0.036 provides an estimate of the precision. The significance level of 0.81 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.06 to 0.14, suggesting that the true population mean difference could potentially fall within this range.

When **comparing "Lower Middle" to "Upper Middle,"** the mean difference is 0.05. This suggests that, on average, individuals with an "Upper Middle" social status have slightly higher intrapreneurial characteristics compared to those with a "Lower Middle" social status. The standard error of 0.043 represents the precision of the estimate. The significance level of 0.821 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.07 to 0.16, indicating that the true population mean difference could potentially fall within this range.

Finally, **comparing "Lower Middle" and "Rich,"** the mean difference is -0.1. This indicates that, on average, individuals with a "Lower Middle" social status have lower intrapreneurial characteristics compared to those with a "Rich" social status. The standard error of 0.092 provides an estimate of the precision. The significance level of

0.834 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.35 to 0.16, indicating that the true population mean difference may lie within this interval.

When **comparing "Middle" to "Poor,"** the mean difference is -0.05. This indicates that, on average, individuals with a "Middle" social status have slightly lower intrapreneurial characteristics compared to those with a "Poor" social status. The standard error of 0.088 represents the precision of the estimate. The significance level of 0.986 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.29 to 0.2, indicating that the true population mean difference could potentially fall within this range.

In the **comparison of "Middle" and "Lower Middle,"** the mean difference is -0.04. This suggests that, on average, individuals with a "Middle" social status have slightly lower intrapreneurial characteristics compared to those with a "Lower Middle" social status. The standard error of 0.036 provides an estimate of the precision. The significance level of 0.81 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.14 to 0.06, indicating that the true population mean difference may lie within this interval.

When **comparing "Middle" to "Upper Middle,"** the mean difference is 0.01. This indicates that, on average, individuals with a "Middle" social status have slightly higher intrapreneurial characteristics compared to those with an "Upper Middle" social status. The standard error of 0.034 represents the precision of the estimate. The significance level of 1 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.09 to 0.1, suggesting that the true population mean difference could potentially fall within this range.

Finally, **comparing "Middle" and "Rich,"** the mean difference is -0.14. This suggests that, on average, individuals with a "Middle" social status have lower intrapreneurial characteristics compared to those with a "Rich" social status. The standard error of 0.088 provides an estimate of the precision. The significance level of 0.537 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.38 to 0.11, indicating that the true population mean difference may lie within this interval.

When **comparing "Upper Middle" to "Poor,"** the mean difference is -0.05. This suggests that, on average, individuals with an "Upper Middle" social status have slightly lower intrapreneurial characteristics compared to those with a "Poor" social status. The standard error of 0.091 provides an estimate of the precision. The significance level of 0.98 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.3 to 0.2, indicating that the true population mean difference could potentially fall within this range.

In the **comparison of "Upper Middle" and "Lower Middle,"** the mean difference is also -0.05. This indicates that, on average, individuals with an "Upper Middle" social status have slightly lower intrapreneurial characteristics compared to those with a "Lower Middle" social status. The standard error of 0.043 represents the precision of the estimate. The significance level of 0.821 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.16 to 0.07, indicating that the true population mean difference may lie within this interval.

When **comparing "Upper Middle" to "Middle,"** the mean difference is -0.01. This suggests that, on average, individuals with an "Upper Middle" social status have slightly lower intrapreneurial characteristics compared to those with a "Middle" social status. The standard error of 0.034 provides an estimate of the precision. The significance level of 1 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.1 to 0.09, suggesting that the true population mean difference could potentially fall within this range.

Finally, when **comparing "Upper Middle" to "Rich,"** the mean difference is -0.14. This indicates that, on average, individuals with an "Upper Middle" social status have lower intrapreneurial characteristics compared to those with a "Rich" social status. The standard error of 0.091 represents the precision of the estimate. The significance level of 0.525 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.39 to 0.11, indicating that the true population mean difference may lie within this interval.

When **comparing "Rich" to "Poor,"** the mean difference is 0.09. This indicates that, on average, individuals with a "Rich" social status have slightly higher intrapreneurial characteristics compared to those with a "Poor" social status. The standard error of 0.123 provides an estimate of the precision. The significance level of 0.947 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.24 to 0.43, indicating that the true population mean difference may lie within this interval.

In the **comparison of "Rich" and "Lower Middle,"** the mean difference is 0.1. This suggests that, on average, individuals with a "Rich" social status have slightly higher intrapreneurial characteristics compared to those with a "Lower Middle" social status. The standard error of 0.092 represents the precision of the estimate. The significance level of 0.834 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.16 to 0.35, suggesting that the true population mean difference could potentially fall within this range.

When **comparing "Rich" to "Middle,"** the mean difference is 0.14. This indicates that, on average, individuals with a "Rich" social status have higher intrapreneurial characteristics compared to those with a "Middle" social status. The standard error of 0.088 provides an estimate of the precision. The significance level of 0.537 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.11 to 0.38, suggesting that the true population mean difference may lie within this interval.

Finally, when **comparing "Rich" to "Upper Middle,"** the mean difference is 0.14. This suggests that, on average, individuals with a "Rich" social status have higher intrapreneurial characteristics compared to those with an "Upper Middle" social status. The standard error of 0.091 represents the precision of the estimate. The significance level of 0.525 suggests no significant difference between these groups. The 95% confidence interval for the mean difference ranges from -0.11 to 0.39, indicating that the true population mean difference could potentially fall within this range.

4.6 Characteristics of Intrapreneurs and various educational background.

H05: There is no significant difference in the characteristics of Intrapreneurs belonging to various educational background.

Descriptive					
	Educational background		Statistic	Std. Error	
Intrapreneurs	Diploma/ 10th	Mean		4	0.12
		95% Confidence Interval for Mean	Lower Bound	3.73	
			Upper Bound	4.27	
		5% Trimmed Mean		4	
		Median		4	
		Variance		0.182	
		Std. Deviation		0.426	
		Minimum		3	
		Maximum		5	
	Upto 12th	Mean		4	0
		95% Confidence Interval for Mean	Lower Bound	4	
			Upper Bound	4	
		5% Trimmed Mean		4	
		Median		4	
		Variance		0	
		Std. Deviation		0	
		Minimum		4	
		Maximum		4	
	Graduate	Mean		4.03	0.02
		95% Confidence Interval for Mean	Lower Bound	3.99	
			Upper Bound	4.06	
		5% Trimmed Mean		4	
		Median		4	
		Variance		0.066	
		Std. Deviation		0.256	
		Minimum		3	
		Maximum		5	
	Post Graduate	Mean		4.08	0.02

		95% Confidence Interval for Mean	Lower Bound	4.05	
			Upper Bound	4.12	
		5% Trimmed Mean		4.05	
		Median		4	
		Variance		0.094	
		Std. Deviation		0.307	
		Minimum		3	
		Maximum		5	
	Doctorate	Mean		4	0
		95% Confidence Interval for Mean	Lower Bound	4	
			Upper Bound	4	
		5% Trimmed Mean		4	
		Median		4	
		Variance		0	
Std. Deviation		0			
Minimum		4			
Maximum		4			

(Table 4.14 Intrapreneurs and various educational background).

The provided information contains descriptive statistics for the variable "Intrapreneurs" at different levels of the independent variable "Educational background."

Let's examine the details for each level:

1. "Educational background" for the group of Intrapreneurs who have completed their Diploma or 10th grade education:

The mean educational background score is 4, which indicates the average educational level of the Intrapreneurs with a Diploma or 10th-grade education. The 95% confidence interval provides a range within which we can be 95% confident that the true population mean falls. For this group, the lower bound of the confidence interval is 3.73, and the upper bound is 4.27. The 5% trimmed mean is a measure of central tendency that removes 5% of extreme values from both ends of the distribution. In this case, the trimmed mean is also 4, which suggests that extreme values have minimal impact on the average. The median educational background score is 4, indicating that half of the Intrapreneurs with a Diploma or 10th-grade education have a background score below 4, while the other half have a score above 4. The variance

of educational background scores is 0.182, which represents the average squared deviation from the mean. A higher variance suggests more dispersion in the data. The standard deviation is 0.426, which is the square root of the variance. It provides a measure of how much the educational background scores deviate from the mean. The minimum educational background score is 3, indicating the lowest level of education among the group. The maximum score is 5, representing the highest level of education among the Intrapreneurs with a Diploma or 10th-grade education.

2. "Educational background" for the group of Intrapreneurs who have completed up to 12th grade education:

The mean educational background score is 4, indicating that all the Intrapreneurs in this group have completed up to 12th grade education. The 95% confidence interval is an estimate of the range within which we can be 95% confident that the true population mean falls. In this case, the lower and upper bounds of the confidence interval are both 4, indicating that the mean is precisely 4 with no uncertainty. The 5% trimmed mean is a measure of central tendency that excludes 5% of extreme values from both ends of the distribution. In this scenario, the trimmed mean is also 4, as there are no extreme values to trim. The median educational background score is 4, which is the middle value of the distribution. It aligns with the mean and further indicates that all the Intrapreneurs in this group have completed up to 12th grade education. The variance and standard deviation are reported as 0, which suggests that there is no variability in the educational background scores. In other words, all the Intrapreneurs in this group have the same educational background (up to 12th grade). The minimum and maximum educational background scores are both 4, confirming that all the Intrapreneurs in this group have completed up to 12th grade education without any variation.

3. "Educational background" for the group of Intrapreneurs who are graduates:

The mean educational background score is 4.03, indicating that, on average, Intrapreneurs in this group have completed their undergraduate education. The 95% confidence interval provides a range within which we can be 95% confident that the

true population mean falls. In this case, the lower bound of the confidence interval is 3.99, and the upper bound is 4.06. This suggests that we can be reasonably confident that the true mean falls within this range. The 5% trimmed mean is a measure of central tendency that excludes 5% of extreme values from both ends of the distribution. In this case, the trimmed mean is also 4, indicating that there are likely no significant extreme values impacting the central tendency. The median educational background score is 4, which is the middle value of the distribution. It closely aligns with the mean, indicating that the distribution of educational backgrounds is not heavily skewed. The variance is reported as 0.066. It measures the spread or dispersion of the educational background scores around the mean. A smaller variance indicates that the scores are relatively close to the mean, suggesting limited variability among the educational background levels of this group. The standard deviation is 0.256. It is the square root of the variance and represents the average amount of deviation from the mean. A lower standard deviation suggests that the educational background scores are relatively clustered around the mean. The minimum educational background score is 3, while the maximum is 5. This indicates that the educational backgrounds of Intrapreneurs in this group range from a minimum of completing a graduate degree (score 3) to a maximum of completing five years of education (score 5).

4. "Educational background" for the group of Intrapreneurs who are post graduates:

The mean educational background score is 4.08, which suggests that, on average, Intrapreneurs in this group have completed their post-graduate education. The 95% confidence interval provides a range within which we can be 95% confident that the true population mean falls. In this case, the lower bound of the confidence interval is 4.05, and the upper bound is 4.12. This indicates that we can be reasonably confident that the true mean falls within this range. The 5% trimmed mean is a measure of central tendency that excludes 5% of extreme values from both ends of the distribution. In this case, the trimmed mean is 4.05, which is very close to the mean. This suggests that there are likely no significant extreme values affecting the central tendency. The median educational background score is 4, which is the middle value of the distribution. The median closely aligns with the mean, indicating that the

distribution of educational backgrounds is not heavily skewed. The variance is reported as 0.094. It measures the spread or dispersion of the educational background scores around the mean. A smaller variance indicates that the scores are relatively close to the mean, suggesting limited variability among the educational background levels of this group. The standard deviation is 0.307. It is the square root of the variance and represents the average amount of deviation from the mean. A lower standard deviation suggests that the educational background scores are relatively clustered around the mean. The minimum educational background score is 3, while the maximum is 5. This indicates that the educational backgrounds of Intrapreneurs in this group range from a minimum of completing a post-graduate degree (score 3) to a maximum of completing five years of education (score 5).

5. "Educational background" for the group of Intrapreneurs who are doctorates:

The mean educational background score is 4, indicating that, on average, Intrapreneurs in this group have completed their Doctorate degree. The 95% confidence interval provides a range within which we can be 95% confident that the true population mean falls. In this case, the lower bound and upper bound of the confidence interval are both 4. This suggests that we can be highly confident that the true mean falls within this range. The 5% trimmed mean is a measure of central tendency that excludes 5% of extreme values from both ends of the distribution. In this case, the trimmed mean is also 4, which perfectly aligns with the mean. This indicates that there are no extreme values influencing the central tendency. The median educational background score is 4, which is the middle value of the distribution. The median is equal to the mean, signifying that the distribution of educational backgrounds is balanced and not skewed. The variance and standard deviation for the Doctorate group are both reported as 0. A variance of 0 implies that there is no variability in the data; all the values are identical. Similarly, a standard deviation of 0 indicates that there is no deviation from the mean, as all the data points have the same value. The minimum and maximum educational background scores are both 4. This implies that every Intrapreneur in the Doctorate group holds the same level of education, i.e., a Doctorate degree.

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ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Professional Characteristics	Between Groups	0.438	4	0.109	1.18	0.32
	Within Groups	42.758	463	0.092		
	Total	43.196	467			
Ambition Characteristics	Between Groups	0.575	4	0.144	0.99	0.41
	Within Groups	67.234	463	0.145		
	Total	67.809	467			
Freedom Characteristics	Between Groups	0.509	4	0.127	0.86	0.49
	Within Groups	68.765	463	0.149		
	Total	69.275	467			
Decision Making Characteristics	Between Groups	0.697	4	0.174	1.12	0.35
	Within Groups	72.283	463	0.156		
	Total	72.981	467			
Confidence Characteristics	Between Groups	0.645	4	0.161	1.39	0.24
	Within Groups	53.821	463	0.116		
	Total	54.466	467			
Courageous Characteristics	Between Groups	1.048	4	0.262	2.25	0.06
	Within Groups	53.982	463	0.117		
	Total	55.03	467			

(Table 4.15 ANOVA)

The given data presents the results of an Analysis of Variance (ANOVA) test for multiple groups, specifically analyzing different characteristics across various groups. ANOVA is used to determine if there are any statistically significant differences between the means of three or more groups.

Let's interpret the results for each characteristic:

1. Professional Characteristics:

The ANOVA test compares the variation between groups to the variation within groups. In this case, the "Between Groups" variation, represented by the Sum of Squares (SS) of 0.438, is divided by its degrees of freedom (df) of 4, resulting in a Mean Square value of 0.109. The "Within Groups" variation, with a SS of 42.758 and df of 463, has a Mean Square of 0.092. The Total variation, which is the sum of Between Groups and Within Groups variation, is 43.196 (SS) with 467 (df). The F-statistic is calculated by dividing the Mean Square of Between Groups by the Mean Square of Within Groups ($0.109 / 0.092 = 1.184$). The obtained F-statistic of 1.184 is then compared to a critical value to determine statistical significance. In this case, the significance level (Sig.) is 0.317, which is greater than the typical significance level of 0.05.

Therefore, we fail to reject the null hypothesis, indicating that there is no statistically significant difference between the means of the groups in terms of "Professional Characteristics."

2. Ambition Characteristics:

The ANOVA results for "Ambition Characteristics" show a Between Groups variation with an SS of 0.575 and df of 4, resulting in a Mean Square of 0.144. The Within Groups variation has an SS of 67.234 and df of 463, with a Mean Square of 0.145. The Total variation is 67.809 (SS) with 467 (df). The calculated F-statistic of 0.99 is compared to a critical value to determine significance. The corresponding Sig. value is 0.412, which is greater than the typical significance level of 0.05.

Hence, we fail to reject the null hypothesis, indicating that there is no statistically significant difference between the means of the groups concerning "Ambition Characteristics."

3. Freedom Characteristics:

For "Freedom Characteristics," the ANOVA test yields a Between Groups variation with an SS of 0.509 and df of 4, leading to a Mean Square of 0.127. The Within Groups variation has an SS of 68.765 and df of 463, with a Mean Square of 0.149. The Total variation is 69.275 (SS) with 467 (df). The calculated F-statistic of 0.857 is

compared to a critical value to determine significance. The corresponding Sig. value is 0.49, which is greater than the typical significance level of 0.05.

Thus, we fail to reject the null hypothesis, indicating no statistically significant difference between the means of the groups regarding "Freedom Characteristics."

4. Decision Making Characteristics:

The ANOVA results for "Decision Making Characteristics" indicate a Between Groups variation with an SS of 0.697 and df of 4, resulting in a Mean Square of 0.174. The Within Groups variation has an SS of 72.283 and df of 463, with a Mean Square of 0.156. The Total variation is 72.981 (SS) with 467 (df). The calculated F-statistic of 1.117 is compared to a critical value to determine significance. The corresponding Sig. value is 0.348, which is greater than the typical significance level of 0.05.

Therefore, we fail to reject the null hypothesis, suggesting that there is no statistically significant difference between the means of the groups concerning "Decision Making Characteristics."

5. Confidence Characteristics:

The ANOVA test for "Confidence Characteristics" reveals a Between Groups variation with an SS of 0.645 and df of 4, resulting in a Mean Square of 0.161. The Within Groups variation has an SS of 53.821 and df of 463, with a Mean Square of 0.116. The Total variation is 54.466 (SS) with 467 (df). The calculated F-statistic of 1.388 is compared to a critical value to determine significance. The corresponding Sig. value is 0.237, which is greater than the typical significance level of 0.05.

Hence, we fail to reject the null hypothesis, indicating no statistically significant difference between the means of the groups concerning "Confidence Characteristics."

6. Courageous Characteristics:

The ANOVA results for "Courageous Characteristics" show a Between Groups variation with an SS of 1.048 and df of 4, leading to a Mean Square of 0.262. The

Within Groups variation has an SS of 53.982 and df of 463, with a Mean Square of 0.117. The Total variation is 55.03 (SS) with 467 (df). The calculated F-statistic of 2.247 is compared to a critical value to determine significance. The corresponding Sig. value is 0.063, which is slightly greater than the typical significance level of 0.05. This suggests a marginal level of significance, but it is still not enough to reject the null hypothesis.

Therefore, we fail to reject the null hypothesis, indicating no statistically significant difference between the means of the groups regarding "Courageous Characteristics."

Based on the ANOVA results, there is no statistically significant difference between the means of the groups for any of the characteristics tested. This means that the null hypothesis, which states no difference between the groups, is not rejected.

As a result we can conclude that there is no significant difference in the characteristics of Intrapreneurs belonging to various educational background.

Multiple Comparisons						
Dependent Variable: Intrapreneurs						
Tukey HSD						
(I) Educational background	(J) Educational Background	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Diploma/ 10th	Upto 12th	0	0.17	1	-0.45	0.45
	Graduate	-0.03	0.09	1	-0.26	0.21
	Post Graduate	-0.08	0.09	0.86	-0.32	0.15
	Doctorate	0	0.14	1	-0.37	0.37
Upto 12th	Diploma/ 10th	0	0.17	1	-0.45	0.45
	Graduate	-0.03	0.15	1	-0.42	0.37
	Post Graduate	-0.08	0.15	0.98	-0.48	0.31
	Doctorate	0	0.18	1	-0.49	0.49
Graduate	Diploma/ 10th	0.03	0.09	1	-0.21	0.26
	Upto 12th	0.03	0.15	1	-0.37	0.42
	Post Graduate	-0.06	0.03	0.2	-0.13	0.02
	Doctorate	0.03	0.11	1	-0.28	0.33

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Post Graduate	Diploma/ 10th	0.08	0.09	0.86	-0.15	0.32
	Upto 12th	0.08	0.15	0.98	-0.31	0.48
	Graduate	0.06	0.03	0.2	-0.02	0.13
	Doctorate	0.08	0.11	0.94	-0.22	0.39
Doctorate	Diploma/ 10th	0	0.14	1	-0.37	0.37
	Upto 12th	0	0.18	1	-0.49	0.49
	Graduate	-0.03	0.11	1	-0.33	0.28
	Post Graduate	-0.08	0.11	0.94	-0.39	0.22

(Table 4.16 Showing Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and various educational background)

The provided data presents the results of Tukey's Honestly Significant Difference (HSD) test, which aims to determine significant differences between the levels of the independent variable "Educational background" concerning the dependent variable "Intrapreneurs." The test compares various groups and evaluates their mean differences, significance levels, standard errors, and 95% confidence intervals.

Starting with the **comparison between "Diploma/10th" and "Upto 12th,"** the mean difference between these groups is 0, indicating no significant variation. The standard error is 0.166, and the significance level is 1, meaning the difference is not statistically significant. The 95% confidence interval ranges from -0.45 to 0.45, which encompasses zero, further supporting the lack of a significant difference between the two groups.

Moving on to the **comparison between "Diploma/10th" and "Graduate,"** the mean difference is -0.03. However, similar to the previous comparison, the standard error is relatively small at 0.085, and the significance level is 0.998, indicating a lack of statistical significance. The 95% confidence interval spans from -0.26 to 0.21, encompassing zero and confirming the absence of a significant difference between the two groups.

Next, when **comparing "Diploma/10th" and "Post Graduate,"** the mean difference is -0.08. The standard error remains the same at 0.085, while the significance level is 0.856, signifying no statistical significance. The 95% confidence interval ranges from -0.32 to 0.15, once again including zero and indicating no significant difference between the groups.

Finally, examining the **comparison between "Diploma/10th" and "Doctorate,"** the mean difference is 0, suggesting no substantial distinction. The standard error is 0.136, and the significance level is 1, reinforcing the lack of statistical significance. The 95% confidence interval spans from -0.37 to 0.37, including zero and confirming the absence of a significant difference between the two groups.

While **Comparison between "Upto 12th" and "Diploma/10th"** the mean difference between these two groups is 0, indicating no significant difference. The standard error is 0.166, and the significance level is 1, suggesting that the observed difference is not statistically significant. The 95% confidence interval ranges from -0.45 to 0.45, encompassing zero, which further supports the absence of a significant difference between the two groups.

Also **Comparison between "Upto 12th" and "Graduate"**, the mean difference between "Upto 12th" and "Graduate" is -0.03. The standard error is 0.145, and the significance level is 1, indicating no statistically significant difference. The 95% confidence interval spans from -0.42 to 0.37, including zero, thus confirming the absence of a significant difference between the two groups.

When **Comparing between "Upto 12th" and "Post Graduate"**, the mean difference between "Upto 12th" and "Post Graduate" is -0.08. The standard error is 0.145, and the significance level is 0.977, suggesting that the observed difference is not statistically significant. The 95% confidence interval ranges from -0.48 to 0.31, which includes zero, reinforcing the lack of a significant difference between the two groups.

When **similarity between "Upto 12th" and "Doctorate"** the mean difference between "Upto 12th" and "Doctorate" is 0, indicating no significant difference. The standard error is 0.18, and the significance level is 1, signifying no statistically significant difference. The 95% confidence interval ranges from -0.49 to 0.49, encompassing zero, further supporting the absence of a significant difference between the two groups.

When **comparison between "Graduate" and "Diploma/10th"**, the mean difference between the "Graduate" and "Diploma/10th" groups is 0.03. The standard error is 0.085, and the significance level is 0.998, indicating no statistically significant

difference. The 95% confidence interval ranges from -0.21 to 0.26, which includes zero, suggesting that there is no significant difference between the two groups.

Also **comparison between "Graduate" and "Upto 12th"**, the mean difference between "Graduate" and "Upto 12th" is 0.03. The standard error is 0.145, and the significance level is 1, suggesting no statistically significant difference. The 95% confidence interval ranges from -0.37 to 0.42, encompassing zero, indicating that there is no significant difference between the two groups.

While **comparing between "Graduate" and "Post Graduate"**, the mean difference between "Graduate" and "Post Graduate" is -0.06. The standard error is 0.027, and the significance level is 0.195, indicating no statistically significant difference. The 95% confidence interval ranges from -0.13 to 0.02, which includes zero, suggesting that there is no significant difference between the two groups.

No **comparing "Graduate" and "Doctorate"**, the mean difference between "Graduate" and "Doctorate" is 0.03. The standard error is 0.11, and the significance level is 0.999, suggesting no statistically significant difference. The 95% confidence interval ranges from -0.28 to 0.33, encompassing zero, indicating that there is no significant difference between the two groups.

While **comparing between "Post Graduate" and "Diploma/10th"**, the mean difference between the "Post Graduate" and "Diploma/10th" groups is 0.08. The standard error is 0.085, and the significance level is 0.856, indicating no statistically significant difference. The 95% confidence interval ranges from -0.15 to 0.32, encompassing zero, suggesting that there is no significant difference between the two groups.

When **comparison between "Post Graduate" and "Upto 12th"**, the mean difference between "Post Graduate" and "Upto 12th" is 0.08. The standard error is 0.145, and the significance level is 0.977, indicating no statistically significant difference. The 95% confidence interval ranges from -0.31 to 0.48, including zero, suggesting that there is no significant difference between the two groups.

When **comparison between "Post Graduate" and "Graduate"**, the mean difference between "Post Graduate" and "Graduate" is 0.06. The standard error is

0.027, and the significance level is 0.195, indicating no statistically significant difference. The 95% confidence interval ranges from -0.02 to 0.13, encompassing zero, suggesting that there is no significant difference between the two groups.

When **comparison between "Post Graduate" and "Doctorate"**, the mean difference between "Post Graduate" and "Doctorate" is 0.08. The standard error is 0.11, and the significance level is 0.939, indicating no statistically significant difference. The 95% confidence interval ranges from -0.22 to 0.39, including zero, suggesting that there is no significant difference between the two groups.

Now **comparing between "Doctorate" and "Diploma/10th"**, the mean difference between the "Doctorate" and "Diploma/10th" groups is 0 (no difference). The standard error is 0.136, and the significance level is 1, indicating no statistically significant difference. The 95% confidence interval ranges from -0.37 to 0.37, encompassing zero, suggesting that there is no significant difference between the two groups.

While **comparing between "Doctorate" and "Upto 12th"**, the mean difference between "Doctorate" and "Upto 12th" is 0 (no difference). The standard error is 0.18, and the significance level is 1, indicating no statistically significant difference. The 95% confidence interval ranges from -0.49 to 0.49, encompassing zero, suggesting that there is no significant difference between the two groups.

When **comparison between "Doctorate" and "Graduate"**, the mean difference between "Doctorate" and "Graduate" is -0.03. The standard error is 0.11, and the significance level is 0.999, indicating no statistically significant difference. The 95% confidence interval ranges from -0.33 to 0.28, encompassing zero, suggesting that there is no significant difference between the two groups.

Also **comparison between "Doctorate" and "Post Graduate"**, the mean difference between "Doctorate" and "Post Graduate" is -0.08. The standard error is 0.11, and the significance level is 0.939, indicating no statistically significant difference. The 95% confidence interval ranges from -0.39 to 0.22, encompassing zero, suggesting that there is no significant difference between the two groups.

4.7 Summary

4.7.1 Characteristics of Intrapreneurs and various industries:

Based on the results of the ANOVA analysis and the Tukey HSD test, we can conclude the following:

In terms of characteristics, there are no significant differences between the means of the Professional, Ambition, Decision Making, Confidence, and Courageous characteristics across different industries. Therefore, we accept the null hypothesis for these characteristics, indicating that there are no significant differences between the industries in these aspects.

However, for the Freedom Characteristics, the ANOVA analysis reveals a significant difference between the means of different industries. The Tukey HSD test confirms that there is a significant difference in the Freedom Characteristics between the "E-Commerce & Logistics" industry and the other industries. Therefore, we reject the null hypothesis for this characteristic, indicating that there is a significant difference in the level of freedom perceived by Intrapreneurs in the "E-Commerce & Logistics" industry compared to the other industries.

In other words, based on the data analysis, we can conclude that there are no significant differences in most of the characteristics of Intrapreneurs across different industries. However, there is a significant difference in the Freedom Characteristics between the "E-Commerce & Logistics" industry and the other industries.

4.7.2 Characteristics of Intrapreneurs and various economic backgrounds.

The provided data includes the results of ANOVA analyses and Tukey's HSD tests for different characteristics and income brackets. For the characteristics analyzed (Professional, Ambition, Freedom, Decision-making, Confidence, and Courageous Characteristics), the ANOVA results and p-values indicate that there are no significant differences between the groups. Similarly, the Tukey's HSD tests for income brackets show that there are no significant differences in income between any of the brackets. The mean differences are small and not statistically significant, as indicated by the high p-values and the overlapping confidence intervals that include zero. Therefore, we can conclude that there is no significant difference in the

characteristics and income of Intrapreneurs belonging to various economic backgrounds.

4.7.3 Characteristics of Intrapreneurs belonging to various family occupation background.

The analysis of variance (ANOVA) and Tukey's HSD tests were conducted to examine the characteristics of intrapreneurs belonging to various family occupation backgrounds. The ANOVA results indicate that there are significant differences between groups in terms of Professional Characteristics, Confidence Characteristics, and Courageous Characteristics. However, for Ambition Characteristics, Freedom Characteristics, and Decision Making Characteristics, the ANOVA results do not provide strong evidence of significant differences among the groups.

The Tukey's HSD tests further explore the differences between specific family occupation backgrounds. The results show a significant difference in Professional Characteristics between the "Business" and "Farmer" family occupations. However, no significant differences were found between "Business" and "Government Employee," "Private Job," or "Professional Service" in terms of family occupation. Similar findings were observed for other characteristics such as Ambition, Freedom, Decision Making, Confidence, and Courageous Characteristics.

In conclusion, while there are some significant differences observed in Professional Characteristics, Confidence Characteristics, and Courageous Characteristics among the groups, overall, there is no significant difference in the characteristics of intrapreneurs belonging to various family occupation backgrounds. This suggests that family occupation background may not have a strong influence on these characteristics among intrapreneurs.

4.7.4 Characteristics of Intrapreneurs and various social status.

The analyses of variance (ANOVA) and Tukey's HSD tests were conducted to explore the characteristics of intrapreneurs across various social status levels. The ANOVA results indicate that there are no significant differences in the means of the groups for Professional Characteristics, Ambition Characteristics, Freedom Characteristics, Decision Making Characteristics, Confidence Characteristics, and

Courageous Characteristics. Similarly, the Tukey's HSD tests show no significant differences in the mean scores of intrapreneurs across different social status levels.

Based on the findings, we can conclude that there are no significant differences in the characteristics of intrapreneurs belonging to various social status levels. This suggests that social status may not strongly influence the observed characteristics among intrapreneurs.

4.7.5 Characteristics of Intrapreneurs and various educational background.

The ANOVA results indicate that there are no statistically significant differences between the means of the groups for any of the characteristics tested, including Professional Characteristics, Ambition Characteristics, Freedom Characteristics, Decision Making Characteristics, Confidence Characteristics, and Courageous Characteristics. This suggests that there is no significant variation in these characteristics based on different educational backgrounds among intrapreneurs.

Similarly, the Tukey's HSD tests further confirm the lack of significant differences between the levels of educational background in terms of intrapreneurial characteristics. The mean differences between the groups are small and not statistically significant. The 95% confidence intervals for the mean differences encompass zero, reinforcing the absence of a significant difference.

In conclusion, based on both the ANOVA and Tukey's HSD tests, there is no significant difference in the characteristics of intrapreneurs across various educational backgrounds. This suggests that educational background may not strongly influence the observed characteristics among intrapreneurs.