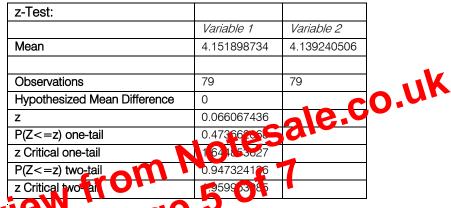
Descriptive Statistics					
	Ν	Mean	Std. Deviation	Variance	
Training Design	79	4.2532	.79208	.627	
Training Design	79	4.2785	.71498	.511	
Training Design	79	3.8734	1.18069	1.394	
Training Design	79	3.6203	1.14694	1.315	
Training Design	79	3.1139	1.39585	1.948	
On The Job Training	79	4.1519	1.18850	1.413	
On The Job Training	79	4.1392	1.16282	1.352	
On The Job Training	79	3.6709	1.09453	1.198	
Delivery Style	79	3.8987	.95535	.913	
Delivery Style	79	4.2025	1.29476	1.676	
Delivery Style	79	2.7975	1.27480	1.625	
Delivery Style	79	4.2278	.79983	.640	
Training & Development	79	4.4430	.67457	.455	
Training & Development	79	4.5316	.50219	.252	
Training & Development	79	4.4557	.50122	.251	
Valid N (listwise)	79				



On the job training there's employees to get the knowledge of their jury in a better way (Detaining 1997). People learn from their practical experience much better as compare to bookish knowledge. On the job training reduces cost and saves time (Flynn *et al.*, 1995; Kaynak, 2003; Heras, 2006). It is better for the organizations to give their employees on the job training because it is cost effective and time saving (Ruth Taylor *et al.*, 2004). It is good for organization to give their employees on the job training so that their employees learnt in a practical way (Tom Baum *et al.*, 2007). All these results prove our second Hypothesis which is H_2 : On the job training has significant effect on the organizational performance. And

it effect on organizational has a positive the improves performance. lt the organizational performance. As we see in the table that most of the means are in between the bracket of 4-5 and 3-4, it means that most of our respondents think that On the Job Training has significant affect on the organizational performance. This also proves our second hypothesis which is; H_2 : O the job training has significant effect on the organizational performance. And it has a positive effect on the organizational performance. It improves the organizational performance. . If we see the z-test value it lies in the critical region. It means the data and the results are significant of our second hypothesis.

z-Test:		
	Variable 1	Variable 2
Mean	4.202531646	2.797468354
Observations	79	79
Hypothesized Mean	0	
Difference		
Z	6.684927778	
$P(Z \le z)$ one-tail	1.1552E-11	
z Critical one-tail	1.644853627	
$P(Z \le z)$ two-tail	2.3104E-11	
z Critical two-tail	1.959963985	