

Descriptive Statistics				
	N	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			

z-Test:		
	Variable 1	Variable 2
Mean	4.151898734	4.139240506
Observations	79	79
Hypothesized Mean Difference	0	
z	0.066067436	
P(Z<=z) one-tail	0.473662065	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0.947324130	
z Critical two-tail	1.959963985	

On the job training helps employees to gain knowledge of their job in a better way (Deeming, 1988). 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 has a positive effect on the organizational performance. It improves 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 Difference	0	
z	6.684927778	
P(Z<=z) one-tail	1.1552E-11	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	2.3104E-11	
z Critical two-tail	1.959963985	