**Reliability Test Analysis Business Research Method**

| **Case Processing Summary** |
| --- |
|  |  | N | % |
| Cases | Valid | 21 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 21 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |
| **Scale Statistics** |
| Mean | Variance | Std. Deviation | N of Items |
| 77.76 | 37.090 | 6.090 | 19 |

| **Item Statistics** |
| --- |
|  | Mean | Std. Deviation | N |
| Assessing candidate skills in hiring process | 3.95 | .384 | 21 |
| Recruiting & Selecting appropriate people | 4.29 | .463 | 21 |
| Employee want to stay with org. | 4.19 | .512 | 21 |
| Individuals want to join the org. | 4.10 | .625 | 21 |
| Culture that values employees work & Suggestions | 3.95 | .669 | 21 |
| Employess are excited to work daily | 3.90 | 1.044 | 21 |
| Retaining people in org. | 4.14 | .655 | 21 |
| Clear Career Paths | 4.05 | .384 | 21 |
| Policies for career growth & development opportunities | 4.14 | .359 | 21 |
| Identification of gaps in competency levels | 3.90 | .700 | 21 |
| Assessing competency and update comp Model | 4.05 | .740 | 21 |
| Identifying vacancies in advance & expands | 3.95 | .384 | 21 |
| Identification of individual with special knowledge  | 3.90 | .768 | 21 |
| Established performance appraisal system | 4.24 | .539 | 21 |
| Rewarding top performing employees | 4.43 | .507 | 21 |
| Measuring the behaviour associated with skills  | 4.05 | .498 | 21 |
| Assessing individual potential for promotion | 4.14 | .359 | 21 |
| Conducting extensive training programs | 4.00 | 1.049 | 21 |
| Planning for individual development | 4.38 | .740 | 21 |

| **Reliability Statistics** |
| --- |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .839 | .824 | 19 |

| **Item-Total Statistics** |
| --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Assessing candidate skills in hiring process | 73.81 | 36.062 | .191 | . | .840 |
| Recruiting & Selecting appropriate people | 73.48 | 38.162 | -.225 | . | .854 |
| Employee want to stay with org. | 73.57 | 33.757 | .516 | . | .829 |
| Individuals want to join the org. | 73.67 | 35.133 | .211 | . | .841 |
| Culture that values employees work & Suggestions | 73.81 | 33.562 | .397 | . | .833 |
| Employess are excited to work daily | 73.86 | 28.329 | .690 | . | .815 |
| Retaining people in org. | 73.62 | 32.648 | .537 | . | .826 |
| Clear Career Paths | 73.71 | 35.714 | .268 | . | .838 |
| Policies for career growth & development opportunities | 73.62 | 34.848 | .499 | . | .832 |
| Identification of gaps in competency levels | 73.86 | 32.729 | .483 | . | .829 |
| Assessing competency and update comp Model | 73.71 | 31.214 | .644 | . | .819 |
| Identifying vacancies in advance & expands | 73.81 | 35.162 | .391 | . | .834 |
| Identification of individual with special knowledge  | 73.86 | 31.229 | .614 | . | .821 |
| Established performance appraisal system | 73.52 | 35.462 | .208 | . | .840 |
| Rewarding top performing employees | 73.33 | 35.633 | .198 | . | .840 |
| Measuring the behaviour associated with skills  | 73.71 | 33.714 | .541 | . | .828 |
| Assessing individual potential for promotion | 73.62 | 36.048 | .212 | . | .839 |
| Conducting extensive training programs | 73.76 | 28.890 | .630 | . | .820 |
| Planning for individual development | 73.38 | 29.848 | .828 | . | .808 |

This table presents the value that cronbach’s alpha would be if that particular item was deleted from the scale- Talent Management Initiatives. We can see that removal of any item would result in a lower cronbach’s alpha except item no. 2 (Recruiting appropriate people), item no. 4 (Individuals want to join org.), item no. 14 (Establishing performance appraisal system),& item no. 15 (Rewarding employees). Therefore, we would not want to remove all these items. Removal of item 2, 4, 14 & 15 would lead to a small improvement in cronbach’s alpha so we can consider these to remain in the questionnaire with some modifications. But as we see the value of corrected item-total correlation of item 2 is low (-.225), this might lead us to remove or drop this item.

| **Case Processing Summary** |
| --- |
|  |  | N | % |
| Cases | Valid | 21 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 21 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

| **Item Statistics** |
| --- |
|  | Mean | Std. Deviation | N |
| Chances to grow & develop | 4.24 | .436 | 21 |
| Strong sense of commitment | 4.43 | .507 | 21 |
| Proud to work for company | 4.57 | .507 | 21 |
| recommend to others | 4.52 | .512 | 21 |
| Not leaving the company | 4.33 | .730 | 21 |

| **Scale Statistics** |
| --- |
| Mean | Variance | Std. Deviation | N of Items |
| 22.10 | 3.490 | 1.868 | 5 |

| **Reliability Statistics** |
| --- |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .713 | .691 | 5 |
| **Item-Total Statistics** |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Chances to grow & develop | 17.86 | 3.329 | -.018 | .178 | .809 |
| Strong sense of commitment | 17.67 | 2.133 | .743 | .564 | .557 |
| Proud to work for company | 17.52 | 2.662 | .345 | .325 | .711 |
| recommend to others | 17.57 | 2.157 | .713 | .663 | .568 |
| Not leaving the company | 17.76 | 1.690 | .667 | .611 | .571 |

This table presents the value that cronbach’s alpha would be if that particular item was deleted from the scale –employee engagement. We can see that removal of any item would result in a lower cronbach’s alpha except item no. 1 (chances to grow & develop). Therefore, we would not want to remove all these items. Removal of item 1 would lead to a improvement in cronbach’s alpha so we can consider this item to be modified or replaced.Also as we see the value of corrected item-total correlation of item 1 is low (-.018), this might lead us to remove or drop this item.

| **Case Processing Summary** |
| --- |
|  |  | N | % |
| Cases | Valid | 21 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 21 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

| **Scale Statistics** |
| --- |
| Mean | Variance | Std. Deviation | N of Items |
| 25.14 | 5.529 | 2.351 | 6 |

| **Item Statistics** |
| --- |
|  | Mean | Std. Deviation | N |
| Risk management | 4.33 | .483 | 21 |
| Influence the key stakeholders | 3.90 | .700 | 21 |
| Manage changes with leadership | 4.14 | .727 | 21 |
| tow way communication preference | 4.38 | .498 | 21 |
| strategic thinking & planning level | 4.10 | .539 | 21 |
| empowering & growing people | 4.29 | .561 | 21 |

| **Reliability Statistics** |
| --- |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .743 | .745 | 6 |

| **Item-Total Statistics** |
| --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Risk management | 20.81 | 4.362 | .463 | .314 | .714 |
| Influence the key stakeholders | 21.24 | 3.690 | .501 | .539 | .703 |
| Manage changes with leadership | 21.00 | 3.300 | .644 | .590 | .653 |
| tow way communication preference | 20.76 | 4.390 | .427 | .355 | .721 |
| strategic thinking & planning level | 21.05 | 4.248 | .446 | .247 | .716 |
| empowering & growing people | 20.86 | 4.229 | .428 | .247 | .721 |

This table presents the value that cronbach’s alpha would be if that particular item was deleted from the scale –Leadership Quality. We can see that removal of any item would result in a lower cronbach’s alpha. Therefore, we would not want to remove all these items. Also as we see the value of corrected item-total correlation of all items is quite better, this might lead us not to remove or drop these items.

On the basis of above reliability analysis we are comfortable with our instrument with few modifications to measure talent management practices and its association with leadership quality and employee engagement. According to analysis we are dropping the item 2 of talent management scale and item no.1 of employee engagement scale along with few modifications in item no. 4, 14 & 15. Also as per the requirement to measure these variables properly we are adding or replacing a few variables to the same.