

CHAPTER FOUR:

Analysing and interpretation

RESULTS

4.0 INTRODUCTION

The data in this chapter is based on primary data that was gathered from respondents and discusses the impact of employee performance and workplace diversity in organizations on the Dahabshiil Bank. The study uses a number of statistical techniques, such as simple descriptive statistics (such as tables and graphs), and numerous regression and correlation analyses were carried out using Google Forms to support the link between the independent and dependent variables.

4.1 DESCRIPTIVE ANALYSIS

The gender of survey participants included 80 (70.8%) men and 33 (29.2.0%) women.

The participants' age distribution was uneven. Two participants came within the 20–25 age range (66.4). Respondents (29%) were between the ages of 30 and 35.

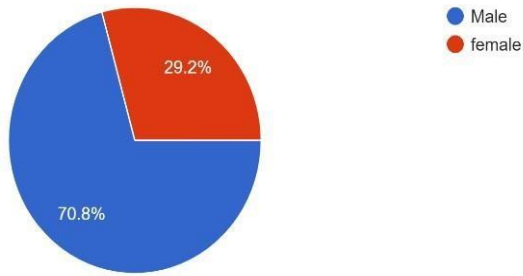
Whereas the others are less than 2%.

Table 4.1 Gender of the respondents

Gender responses	Frequency	Percentage
Male	80	70.8%
Female	33	29.2%

The finding table that most of the respondents (70.8%) are male, and (29.2%) are female according to responses provided by target people, that was the majority respondents of (70.8%) in this chart below shows the respondents by gender.

Gender
113 responses



Age
38 responses

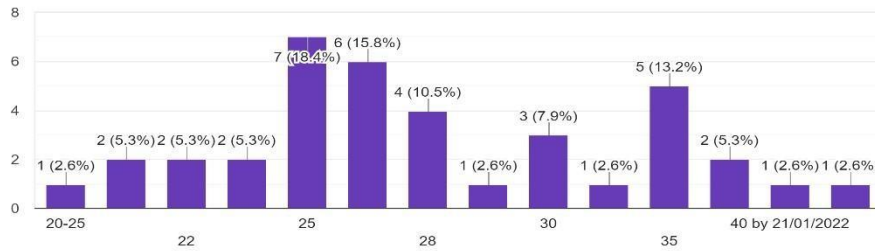


Table 4.2 Age of the respondents

Age	Frequency	Percentage
20-25	71	66.4%
30-35	31	29%

The finding table the presents age of the respondents it shows that (66.4%) where between 20-25 years where ages between 30-35 (29%) are most ages that take part in the responses.

While the others are less than 2%.

107 responses

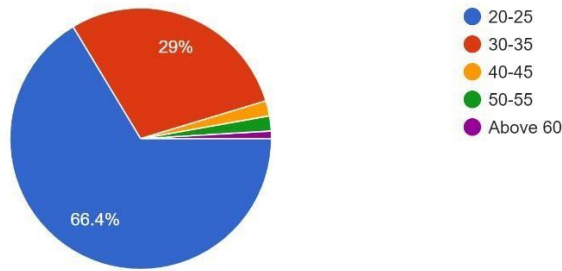


Table 4.3 level study of the respondents

Educational level	frequency	Percentage
Degree	49	43.4%
Master	45	39.8%
PhD	4	4.5%
Diploma	5	5.6%
Formal education	5	5.6%
High school	5	5.6%

The finding table that most of the respondent's bachelor's degrees (43.4%) were Postgraduate studies or master's degrees this chart below shows the number of respondents by education level is 39.8% Ph.D. respondents indicates that (4.5%) while three of others include diploma, formal education, and high school are (5.6%).

Educational background

113 responses

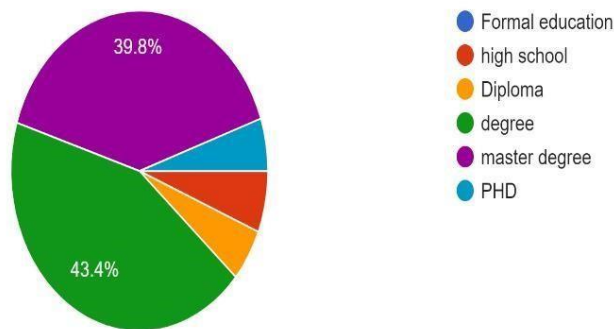


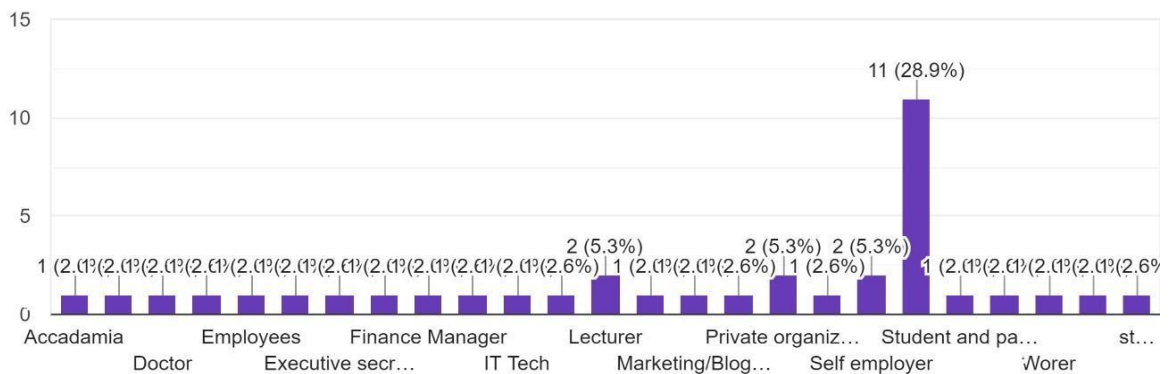
Table 4.4 Occupation of the respondents

Occupation	Frequency	Percentage
Private organization	54	47.8% 18.6%
Public organization	21	12.4%
Self-employee	14	21.2%
Unemployed	24	

The finding table that most of the respondents were from a private organizations, (47.8%) were from Public organizations, (18%) were self-employers, and (12.4%) were unemployed respondents of (21.2%) were from private organizations the majority of the total respondents according to the occupation 47.8%

Occupation

38 responses



UNIVERSITI ISLAMIC SCIENCE

113 responses

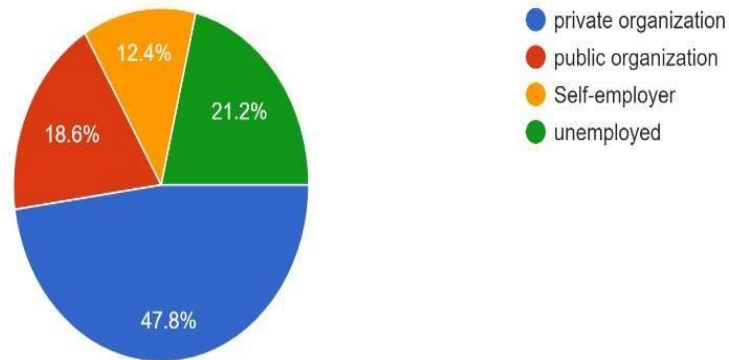


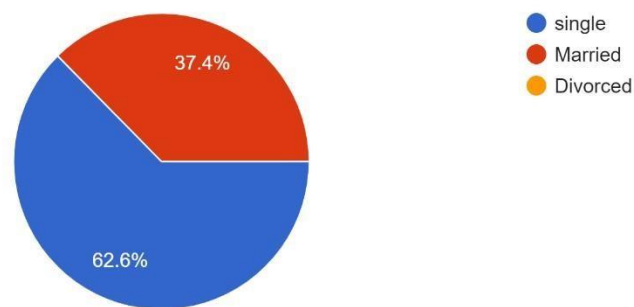
Table 4.5 Marital of the respondents

Marital status	Frequency	Percentage
Single	43	37.4%
Married	72	62.6%

displays the marital status of respondents. The table illustrates that (37.4) of the respondents were single while (62.6%) were married.

Marita status

115 responses



AGE DIVERSITY:

All age groups of workers are fully represented in the company.

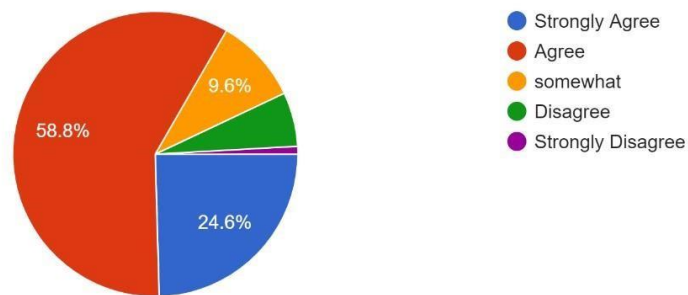
Table 4.6 age of the respondents

	Frequency	Percentage
Strongly agree	28	24.6%
Agree	67	58.8%
Somewhat	11	9.6%
Disagree	5	5.7%
Strongly disagree	3	3.42%

From the findings of the table above show most respondents of (58.8%) is strongly while underlying agree respondents consider that age (24.6%) said somewhat, (9.6%) disagree, (5.7%) where, strongly disagree (3.42%) where to agree this indicates the majority of respondents agree.

AGE DIVERSITY: All age groups of workers are fully represented in the company.

114 responses



The company hires new employees each year

Table 4.7 company of employees retired of the respondents.

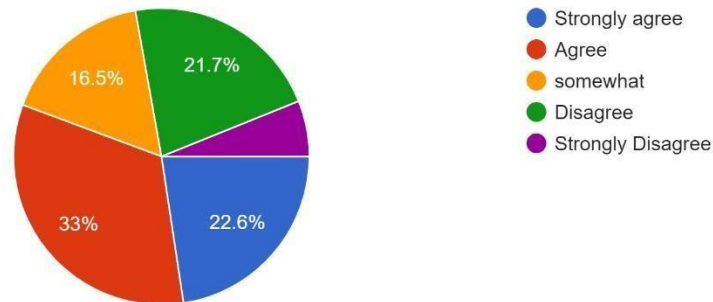
	Frequency	Percentage
Strongly agree	26	22.6%
Agree	38	33%
Somewhat	19	16.5%
Disagree	25	21.7%
Strongly disagree	7	8%

The findings of the table above shows that most respondents agree (33%) while strongly agree with the second one of the table that has (22.6%) were disagree (21.7%)

Somewhat is the third one of the tables that shows (16.5%) and the last one strongly disagrees with the lowest percentage of the table.

The company permits staff to continue working after retired.

115 responses



All employees can participate in the decision-making and problem-solving procedures.

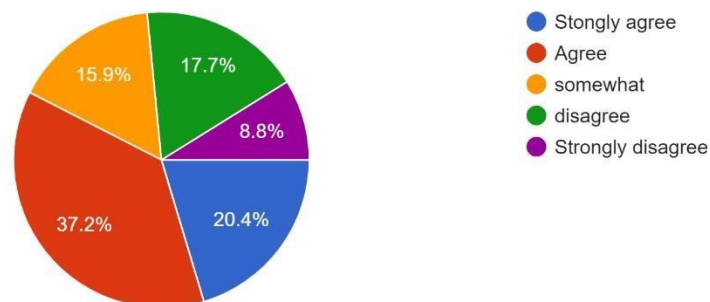
Table 4.8 Employees in the company of decision-making and problem-solving.

	Frequency	Percentage
Strongly agree	23	20.4%
Agree	42	37.2%
Somewhat	18	15.9%
Disagree	20	17.7%
Strongly disagree	10	8.8%

From this table, the highest percentage agree (37.2%) then the next is strongly agree (20.4%) Disagree is the 3d one of the table (17.7%) and the last is strongly disagree (8.8%).

All employees can participate in the decision-making and problem-solving procedures.

113 responses



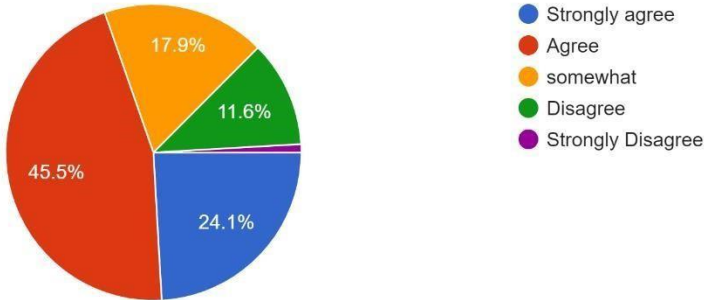
Workers of all ages get along very well with each other.

Table 4.9 workers' age responses.

	Frequency	Percentage
Strongly agree	27	24.1%
Agree	51	45.5%
Somewhat	20	17.9%
Disagree	13	11.6%
Strongly disagree	1	1.12%

From the findings of the table above show most respondents strongly agree (45.5%) while underlying agree respondents consider (24.1%) said somewhat, (17.9%) disagree, (11.6%) where, strongly disagree (1.12%) where to agree this indicates the majority of respondents agree.

Workers of all ages get along very well with each other.
112 responses



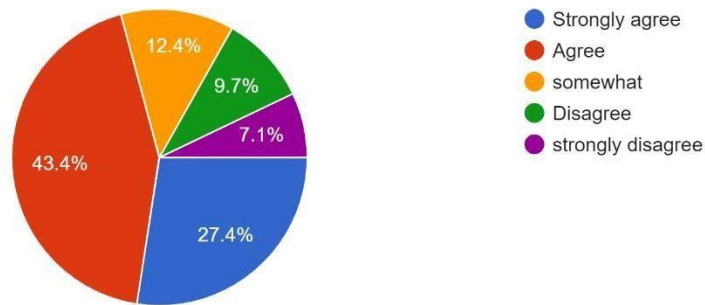
I can easily adapt to personnel of all ages.

Table 4.10 Employees can adapt to the company.

	Frequency	Percentage
Strongly agree	31	27.4%
Agree	49	43.4%
Somewhat	14	12.4%
Disagree	11	9.7%
Strongly disagree	31	7.1%

From the findings of the table above show most respondents agree (43.4%) while underlying agree respondents consider (27.4%) said somewhat, (12.4%) disagree, (9.7%) where, strongly disagree (7.1 %) where agree this indicates the majority of respondents agree.

I can easily adapt to personnel of all ages.
113 responses



The performance improves when I work with various age groups.

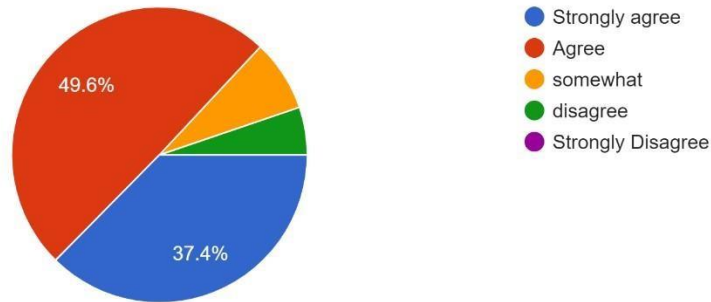
Table: 4.11 employee performance.

Strongly agree	43	37.4%
Agree	57	49.6%
Somewhat	6	6.9%
Disagree	5	5.75%
Strongly disagree	4	4.6%

From the findings of the table above show most respondents agree (49.6%) while underlying strongly agree respondents consider (37.4%) said somewhat, (6.9%) disagree, (5.75%) where, strongly disagree (4.16%) where agree this indicates the majority of respondents agree.

The performance improves when I work with various age groups.

115 responses



The ratio of male to female workers in this company is acceptable.

Table: 4.12 the male and females within the company.

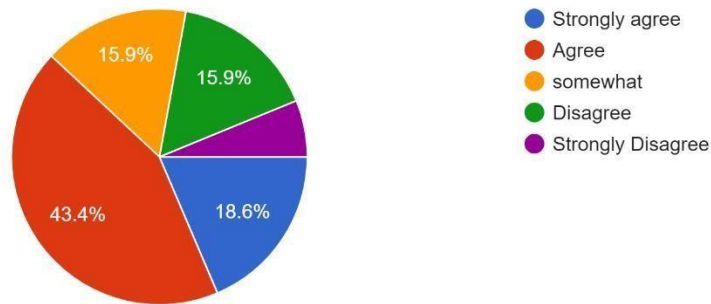
Strongly agree	21	18.6%
Agree	49	43.4%
Somewhat	20	15.9%
Disagree	20	15.9%
Strongly disagree	3	3.39%

From the findings of the table above show most respondents agree (43.4% while underlying strongly agree respondents consider (18.6%) said somewhat, (15.9%

disagree, (15.9%) where, strongly disagree (3.39%) where agree this indicates the majority of respondents agree.

Gender The ratio of male to female workers in this company is acceptable.

113 responses



Working with people of the other gender doesn't worry me.

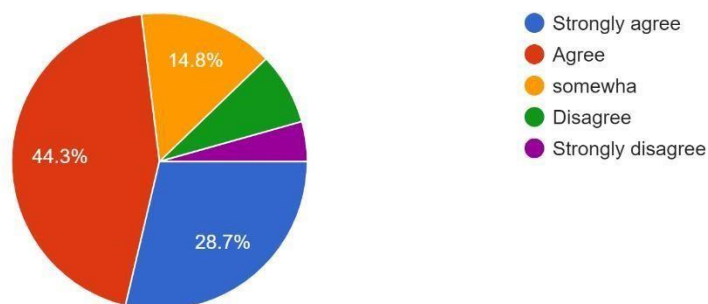
Table 4.13 gender working.

Strongly agree	33	28.7%
Agree	51	44.3%
Somewhat	17	14.8%
Disagree	11	11.3%
Strongly disagree	4	4.5%

From the findings of the table above show most respondents agree (28.7%) while underlying agree respondents consider (44.3%) said somewhat, (14.8%) disagree, (11.3%) where, strongly disagree (4.5%) where agree this indicates the majority of respondents agree.

Working with people of the other gender doesn't worry me.

115 responses



I do better while dealing with individuals of a different gender.

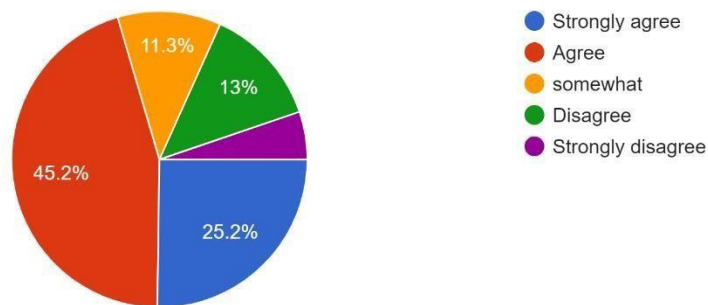
Table 4.14 do business with people of various gender.

Strongly agree	29	25.2%
Agree	52	45.2%
Somewhat	13	11.3%
Disagree	15	13%
Strongly disagree	6	6.9%

From the findings of the table above show most respondents agree (45.2%) while underlying agree respondents consider (25.2%) said somewhat, (11.3%) disagree, (13%) where, strongly disagree (6.9%) where agree this indicates the majority of respondents agree.

I do better while dealing with individuals of a different gender.

115 responses



I have favourable feelings regarding gender equality at work.

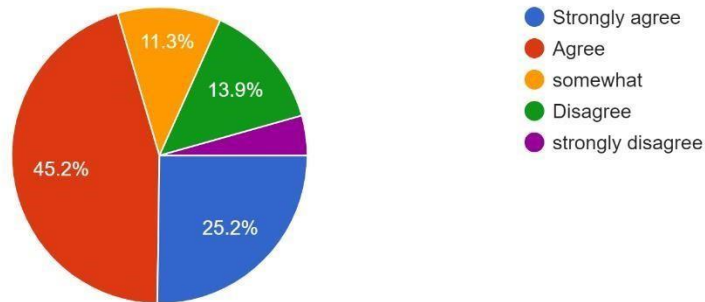
Table 4.15 gender quality at work.

Strongly agree	29	25.2%
Agree	52	45.2%
Somewhat	13	11.3%
Disagree	16	13.9%
Strongly disagree	5	5.75%

From the findings of the table above show most respondents agree (25.2%) while underlying agree respondents consider (44.3%) said somewhat, (45.2%) disagree, (13.9%) where, strongly disagree (5.75%) where agree this indicates the majority of respondents agree.

I have favorable feelings regarding gender equality at work.

115 responses



Due to their strong connections and efficient communication, gender-diverse teams succeeded in reaching their objectives.

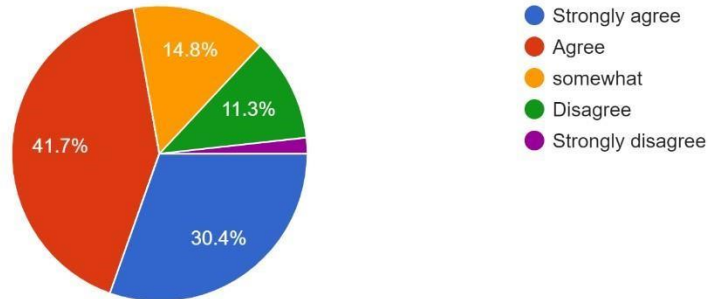
Table 4.16 variety of gender problem-solving.

Strongly agree	35	30.4%
Agree	48	41.7%
Somewhat	17	14.8%
Disagree	13	11.3%
Strongly disagree	2	2.3%

From the findings of the table above show most respondents agree (30.4%) while underlying agree respondents consider (41.7%) said somewhat, (14.8%) disagree, (11.3%) where, strongly disagree (2.3%) where agree this indicates the majority of respondents agree.

Due to their strong connections and efficient communication, gender-diverse teams succeeded in reaching their objectives.

115 responses



Due to problems with gender diversity in my place of employment over the last 12 months, I did not suffer stress.

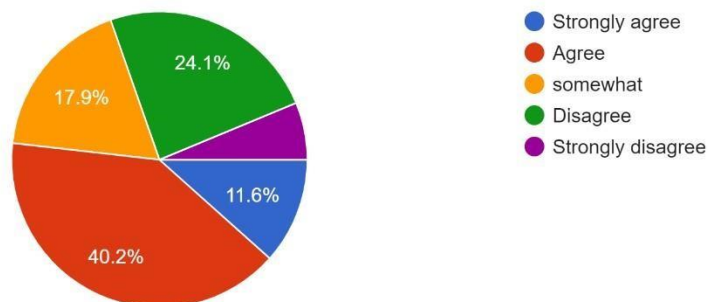
Table 4.17 employment over the last 12 months.

Strongly agree	13	11.6%
Agree	45	40.2%
Somewhat	20	17.9%
Disagree	27	24.1%
Strongly disagree	7	7.8%

From the findings of the table above show most respondents agree (40.2%) while underlying agree respondents consider (11.6%) said somewhat, (17.9%) disagree, (24.1%) where, strongly disagree (7.8%) where agree indicates the majority of respondents agree.

Due to problems with gender diversity in my place of employment over the last 12 months, I did not suffer stress.

112 responses



ORGANIZATIONAL DIVERSITY

The majority of the workforce has been employed by the company for a minimum of five years.

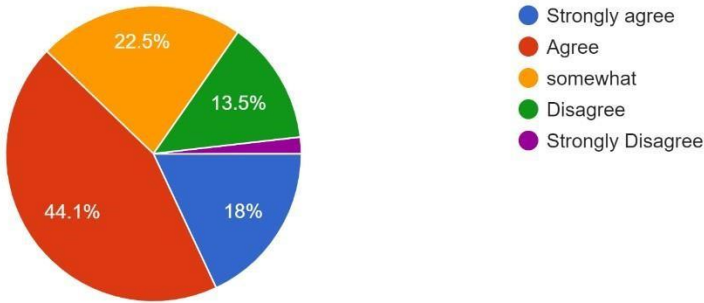
Table 4.18 work experience.

Strongly agree	20	18%
Agree	49	44.1%
Somewhat	25	22.5%
Disagree	15	13.5%
Strongly disagree	2	2.2%

From the findings of the table above show most respondents agree (44.1%) while underlying agree respondents consider (18%) said somewhat, (22.5%) disagree, (13.5%) where, strongly disagree (2.2%) where agree this indicates the majority of respondents agree.

ORGANIZATIONAL DIVERSITY The majority of the workforce has been employed by the company for a minimum of five years.

111 responses



Employees having lengthy careers inside the company are regarded with respect.

Table 4.19 the levels of employees within the company.

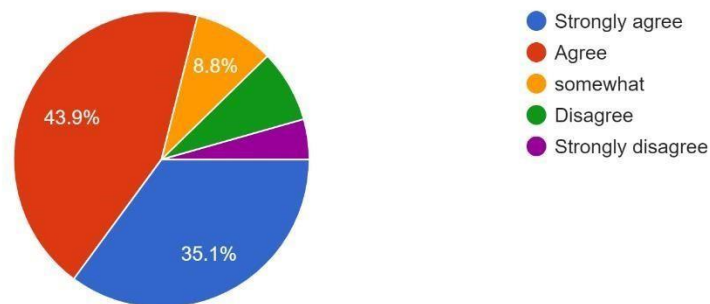
Strongly agree	40	35.1%
Agree	50	43.9%
Somewhat	10	8.8%
Disagree	11	12.5%

Strongly disagree	3	3.4%
-------------------	---	------

From the findings of the table above show most respondents agree (35.1%) while underlying agree respondents consider (43.9%) said somewhat, (8.8%) disagree, (12.5%) where, strongly disagree (3.4%) where agree this indicates the majority of respondents agree.

Employees having lengthy careers inside the company are regarded with respect.

114 responses



Only senior employees (those who have worked for the company for more than five years) are engaged in decision-making.

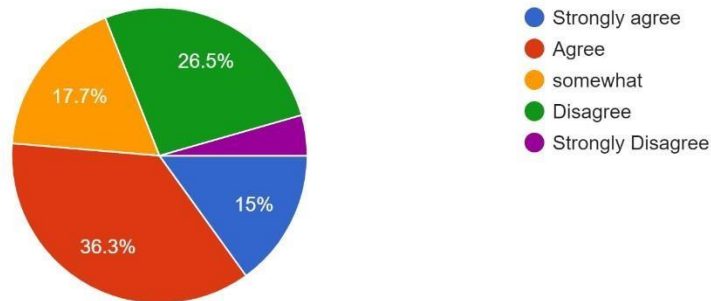
Table 4.20 senior employees with more than five years can take part in decisionmaking.

Strongly agree	17	15%
Agree	41	36.3%
Somewhat	20	17.7%
Disagree	30	26.5%
Strongly disagree	5	5.6%

From the findings of the table above show most respondents agree (15%) while underlying agree respondents consider (36.3%) said somewhat, (17.7) disagree, (26.5%) where, strongly disagree (5.6%) where agree this indicates the majority of respondents agree.

Only senior employees (those who have worked for the company for more than five years) are engaged in decision-making.

113 responses



Seniority within the company is valued more highly than professional qualifications.

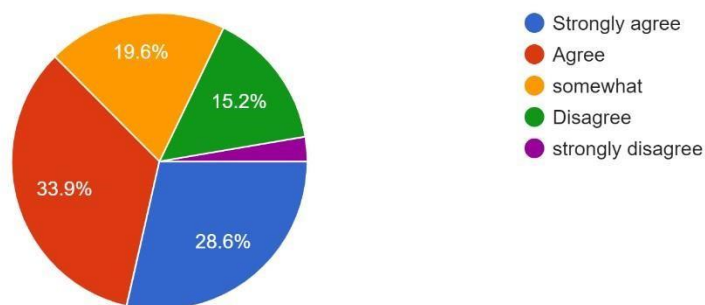
Table 4.21 the career of employees' educational level.

Strongly agree	32	28.6%
Agree	38	33.9%
Somewhat	22	19.6%
Disagree	17	26.5%
Strongly disagree	5	15.2%

From the findings of the table above show most respondents agree (28.6%) while underlying agree respondents consider (33.9%) said somewhat, (19.6) disagree, (26.5%) where, strongly disagree (15.2%) where agree this indicates the majority of respondents agree.

Seniority within the company is valued more highly than professional qualifications.

112 responses



Awards and increases are given based on performance rather than seniority.

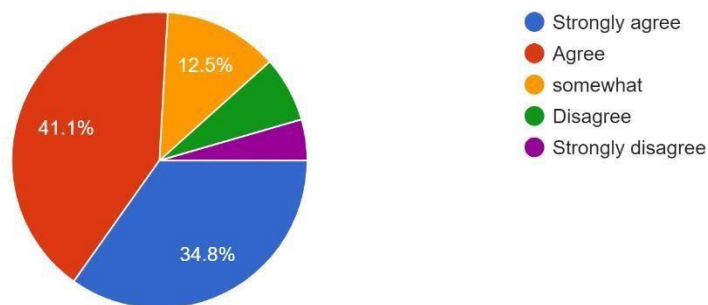
Table 4.22 the performance of the employees.

Strongly agree	39	34.8%
Agree	46	41.1%
Somewhat	14	12.5%
Disagree	9	10%
Strongly disagree	3	3.3%

From the findings of the table above show most respondents agree (34.8%) while underlying agree respondents consider (41.1%) said somewhat, (12.5%) disagree, (10%) where, strongly disagree (3.3%) where agree this indicates the majority of respondents agree.

Awards and increases are given based on performance rather than seniority.

112 responses



Employees who have worked for the company for a long period tend to clash more than those who have just been there for a year or two due to seniority and ego concerns.

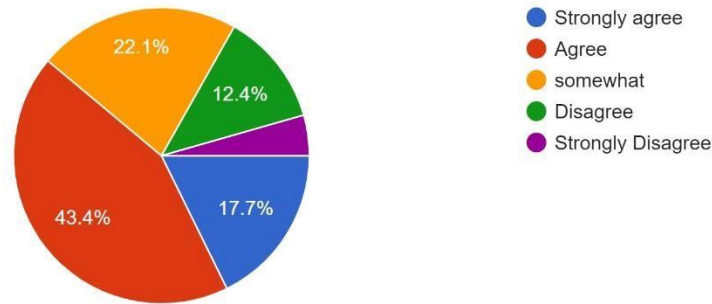
Table 4.23 the conflict between seniors and fresh ones.

Strongly agree	20	17.7%
Agree	49	43.4%
Somewhat	25	22.1%
Disagree	14	12.4%
Strongly disagree	5	5.6%

From the findings of the table above show most respondents agree (17.7%) while underlying agree respondents consider (43.4%) said somewhat, (22.1%) disagree, (12.4%) where, strongly disagree (5.6%) where agree this indicates the majority of respondents agree.

Employees who have worked for the company for a long period tend to clash more than those who have just been there for a year or two due to seniority and ego concerns.

113 responses



I interact well with both my seniors and my juniors.

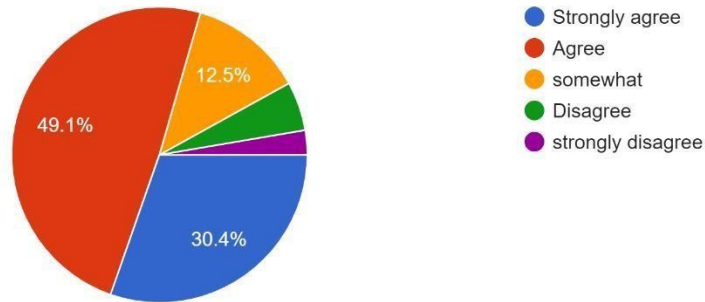
Table 4.24 collaborating with juniors and seniors.

Strongly agree	38	30.4%
Agree	55	49.1%
Somewhat	14	12.5%
Disagree	3	3.3%
Strongly disagree	2	2.2%

From the findings of the table above show most respondents agree (30.4%) while underlying agree respondents consider (49.1%) said somewhat, (12.5%) disagree, (3.3%) where, strongly disagree (2.2%) where agree this indicates the majority of respondents agree.

I interact well with both my seniors and my juniors.

112 responses



Working with staff who have a range of organizational tenures helps to perform better.

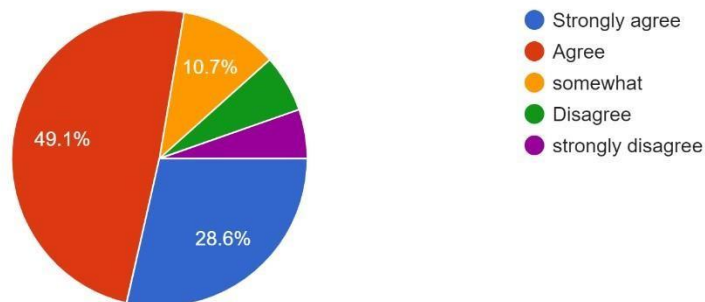
Table 4.25 Working with employees of various tenures improves performance.

Strongly agree	32	28.6%
Agree	55	49.1%
Somewhat	12	10.7%
Disagree	7	7.8%
Strongly disagree	6	6.7%

From the findings of the table above show most respondents agree (28.6%) while underlying agree respondents consider (49.1%) said somewhat, (10.7%) disagree, (7.8%) where, strongly disagree (6.7%) where agree this indicates the majority of respondents agree.

Working with staff who have a range of organizational tenures helps to perform better.

112 responses



EDUCATIONAL BACKGROUND

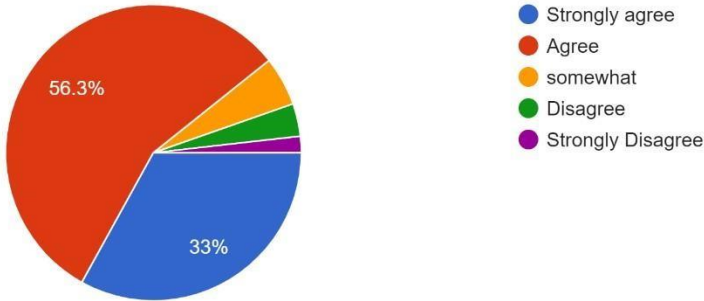
The company employs people with a variety of educational backgrounds. Table 4.26 Employees have diverse educational backgrounds.

Strongly agree	37	33%
Agree	63	56.3%
Somewhat	6	6.7%
Disagree	4	4.4%
Strongly disagree	2	2.2%

From the findings of the table above show most respondents agree (33%) while underlying agree respondents consider (56.3%) said somewhat, (6.7%) disagree, (4.4%) where, strongly disagree (2.2%) where agree this indicates the majority of respondents agree.

EDUCATIONAL BACKGROUND The company employs people with a variety of educational backgrounds.

112 responses



Conflict is not created by differences in educational background.

Table 4.27 Education does not cause conflict.

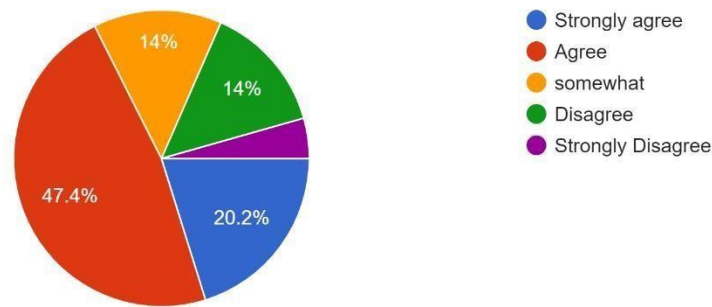
Strongly agree	23	20.2%
Agree	54	47.4%
Somewhat	16	14%
Disagree	16	14%

Strongly disagree	5	5.7%
-------------------	---	------

From the findings of the table above show most respondents agree (20.2%) while underlying agree respondents consider (47.4%) said somewhat, (14%) disagree, (14%) where, strongly disagree (5.7%) where agree this indicates the majority of respondents agree.

Conflict is not created by differences in educational background.

114 responses



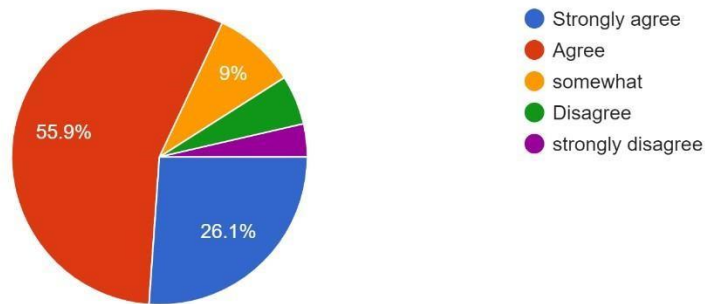
The performance has improved since I work with people from various educational backgrounds.

Table 4.28 Working with diverse educational backgrounds has increased performance.

Strongly agree	29	26.1%
Agree	62	55.9%
Somewhat	10	9%
Disagree	7	7.7%
Strongly disagree	3	3.3%

From the findings of the table above show most respondents agree (26.1%) while underlying agree respondents consider (55.9%) said somewhat, (9%) disagree, (7.7%) where, strongly disagree (3.3%) where agree this indicates the majority of respondents agree.

The performance has improved since I work with people from various educational backgrounds.
111 responses



The team manager involves everyone, regardless of their level of knowledge, in challenges and final choice.

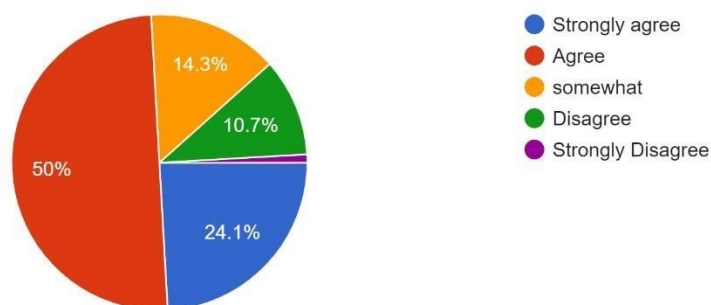
Table: 4.29 Challenges and final decisions are shared by the team manager.

Strongly agree	27	24.1%
Agree	56	50%
Somewhat	16	14.3%
Disagree	12	10.7%
Strongly disagree	0	0%

From the findings of the table above show most respondents agree (24.1%) while underlying agree respondents consider (50%) - said somewhat, (14.3%) disagree, (10.7%) where, strongly disagree (0%) where agree this indicates the majority of respondents agree.

The team manager involves everyone, regardless of their level of knowledge, in challenges and final choice.

112 responses



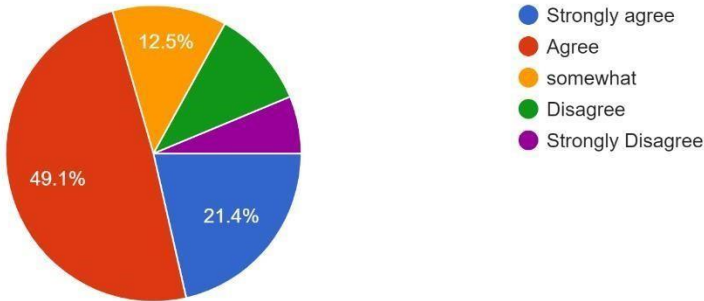
The company treats everyone equally, regardless of their educational background.

Table 4.30 The firm doesn't discriminate by education.

Strongly agree	24	21.4%
Agree	55	49.1%
Somewhat	14	13.4%
Disagree	12	10.7%
Strongly disagree	7	7.8%

From the findings of the table above show most respondents agree (21.4%) while underlying agree respondents consider (49.1%) said somewhat, (13.4%) disagree, (10.7%) where, strongly disagree (7.8%) where agree this indicates the majority of respondents agree.

The company treats everyone equally, regardless of their educational background.
112 responses



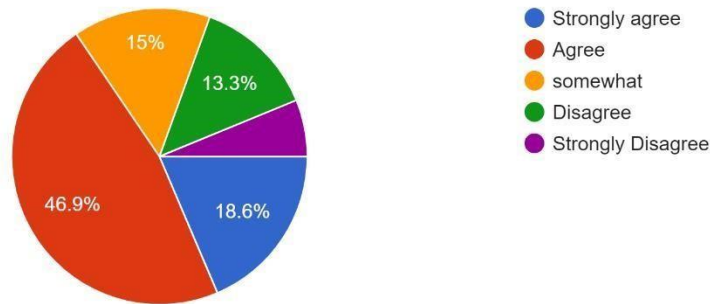
Employees with different levels of education and experience often have ego problems.

Table 4.31 Educated and experienced workers typically have ego issues.

Strongly agree	21	18.6%
Agree	53	46.9%
Somewhat	17	15%
Disagree	15	13.3%
Strongly disagree	7	7.9%

From the findings of the table above show most respondents agree (18.6%) while underlying agree respondents consider (46.9%) said somewhat, (15%) disagree, (13.3%) where, strongly disagree (7.9%) where agree indicates the majority of respondents agree.

Employees with different levels of education and experience often have ego problems.
113 responses



The company has a good balance of newer (new hires) and experienced staff.

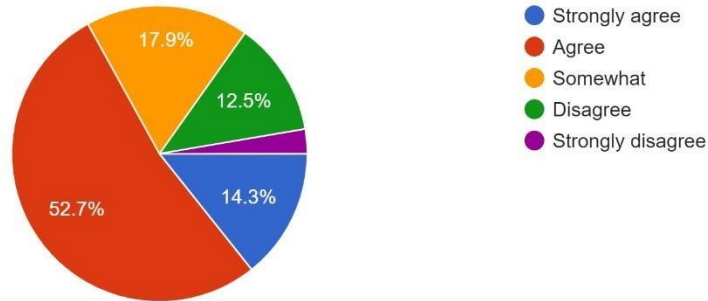
Table 4.32 New and experienced employees are well represented in the firm.

Strongly agree	16	14.3%
Agree	59	52.7%
Somewhat	20	17.9%
Disagree	14	12.5%
Strongly disagree	3	3.3%

From the findings of the table above show most respondents agree (14.3%) while underlying agree respondents consider (52.7%) said somewhat, (17.9%) disagree, (12.5%) where, strongly disagree (3.3%) where agree indicates the majority of respondents agree.

Conflicts between younger and more seasoned individuals are not caused by age diversity or personality problems.

112 responses



Juniors are not involved in making decisions or addressing problems.

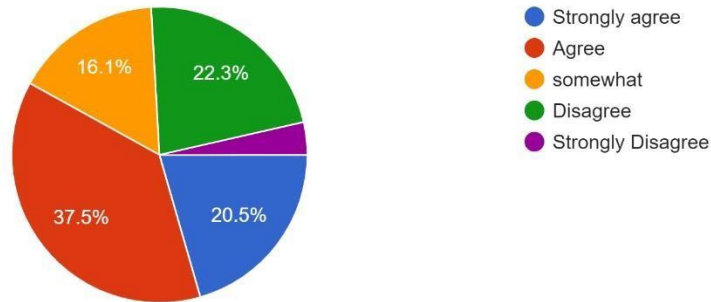
Table 4.33 Juniors do not create or solve issues.

Strongly agree	23	20.5%
Agree	42	37.5%
Somewhat	18	16.1%
Disagree	25	22.3%
Strongly disagree	4	4.4%

From the findings of the table above show most respondents agree (20.5%) while underlying agree respondents consider (37.5%) said somewhat, (16.1%) disagree, (22.3%) where, strongly disagree (4.4%) where agree indicates the majority of respondents agree.

Juniors are not involved in making decisions or addressing problems.

112 responses



I work well with both my seniors and my juniors.

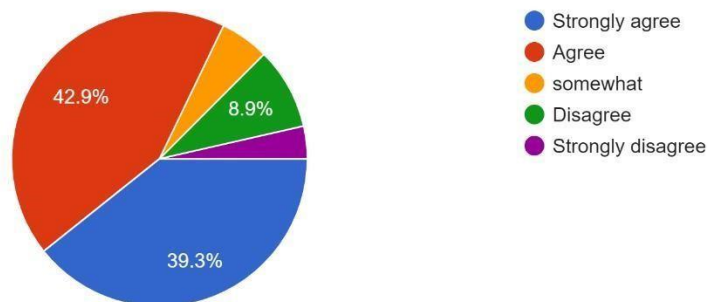
Table 4.34 I get along with seniors and juniors.

Strongly agree	44	39.3%
Agree	42	37.5%
Somewhat	9	10%
Disagree	10	8.9%
Strongly disagree	7	7.8%

From the findings of the table above show most respondents agree (39.3%) while underlying agree respondents consider (37.5%) said somewhat, (10%) disagree, (8.9%) where, strongly disagree (7.8%) where agree indicates the majority of respondents agree.

I work well with both my seniors and my juniors.

112 responses



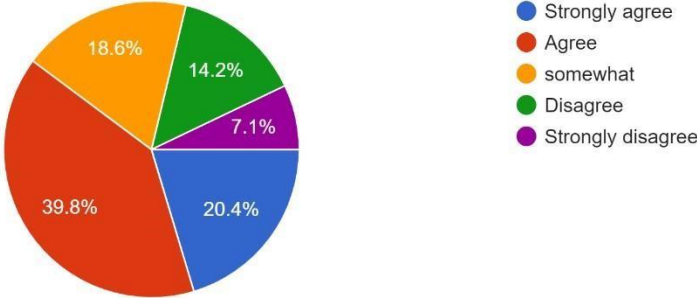
Seniority within the company is valued more highly than educational qualifications.

Table 4.35 Company seniority trumps education.

Strongly agree	23	20.4%
Agree	45	39.8%
Somewhat	21	18.6%
Disagree	16	14.2%
Strongly disagree	8	7.1%

From the findings of the table above show most respondents agree (20.4%) while underlying agree respondents consider (39.8%) said somewhat, (18.6%) disagree, (14.2%) where, strongly disagree (7.1%) where agree indicates the majority of respondents agree.

Seniority within the company is valued more highly than educational qualifications.
113 responses



Due to the position disparity between the young and senior personnel, there are no emotional conflicts or anxiety inside the workplace.

Table 4.36 The age gap between young and older employees prevents workplace tension and conflict.

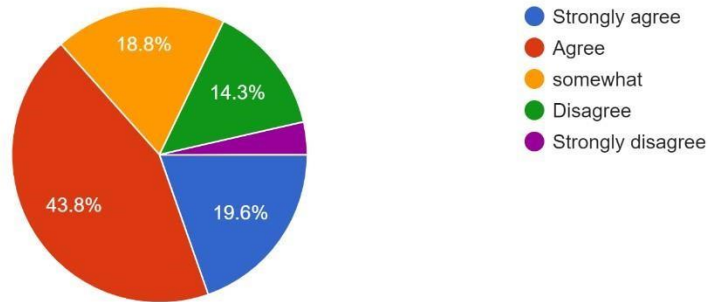
Strongly agree	22	19.6%
Agree	40	43.8%
Somewhat	21	18.8%
Disagree	16	14.3%
Strongly disagree	5	5.6%

From the findings of the table above show most respondents agree (19.6%) while underlying agree respondents consider (43.8%) said somewhat, (18.6%) disagree,

(14.3%) where, strongly disagree (5.6%) where agree indicates the majority of respondents agree.

Due to the position disparity between the young and senior personnel, there are no emotional conflicts or anxiety inside the workplace.

112 responses



Therefore, I have no trouble teaching challenging lessons.

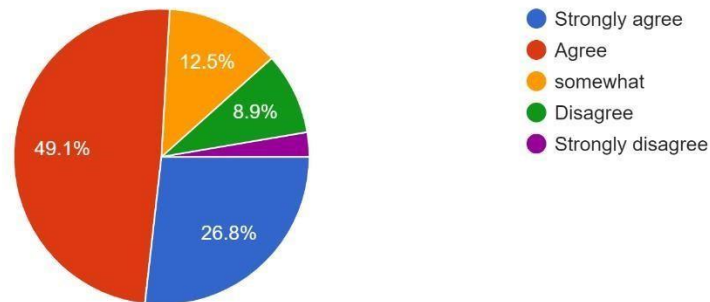
Table 4.37 Can impart difficult lessons.

Strongly agree	30	19.6%
Agree	55	49.1%
Somewhat	14	12.5%
Disagree	10	11.2%
Strongly disagree	3	3.3%

From the findings of the table above show most respondents agree (19.6%) while underlying agree respondents consider (49.1%) said somewhat, (12.5%) disagree, (11.2%) where, strongly disagree (3.3%) where agree indicates the majority of respondents agree.

Therefore, I have no trouble teaching challenging lessons.

112 responses



I always improve my sector and company.

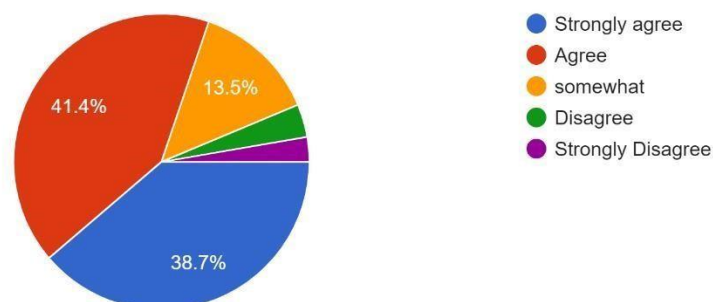
Table 4.38 I continually develop my sector and firm.

Strongly agree	43	38.7%
Agree	46	41.4%
Somewhat	15	13.5%
Disagree	4	4.4%
ongly disagree	3	3.3%

From the findings of the table above show most respondents agree (38.7%) while underlying agree respondents consider (41.4%) said somewhat, (13.5%) disagree, (4.4%) where, strongly disagree (3.3%) where agree indicates the majority of respondents agree.

I always improve my sector and company.

111 responses



I do a great job of fulfilling my other obligations in terms of working.

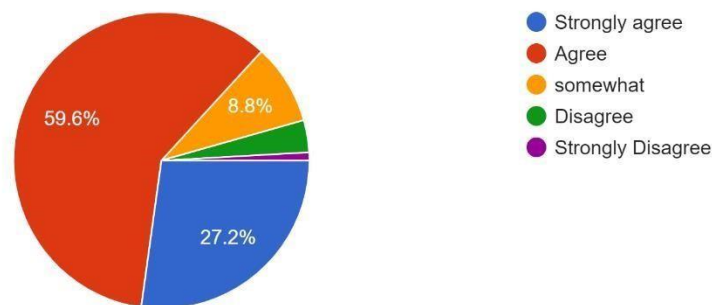
Table 4.39 Working-wise, and excellent.

Strongly agree	31	27.2%
Agree	68	41.4%
Somewhat	10	11.4%
Disagree	4	4.5%
Strongly disagree	1	1.1%

From the findings of the table above show most respondents agree (27.2%) while underlying agree respondents consider (41.4%) said somewhat, (11.4%) disagree, (4.5%) where, strongly disagree (1.1%) where agree indicates the majority of respondents agree.

I do a great job of fulfilling my other obligations in terms of working.

114 responses



The majority of the individuals in the group get decent evaluations.

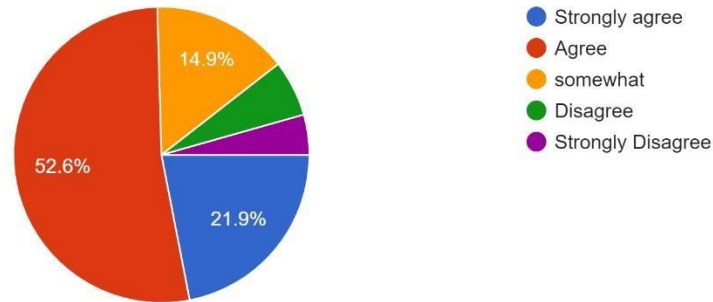
Table 4.40 Most of the gang performs well.

Strongly agree	25	21.9%
Agree	60	52.6%
Somewhat	17	14.9%
Disagree	8	9.1%
Strongly disagree	4	4.5%

From the findings of the table above show most respondents agree (21.9%) while underlying agree respondents consider (52.6%) said somewhat, (14.9%) disagree, (9.1%) where, strongly disagree (4.5%) where agree indicates the majority of respondents agree.

The majority of the individuals in the group get decent evaluations.

114 responses



I find that being part of a diverse company increases productivity.

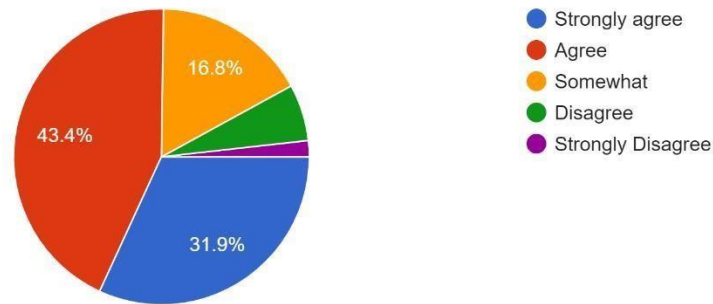
Table 4.41 Diversity in the workplace boosts efficiency.

Strongly agree	36	31.9%
Agree	49	43.4%
Somewhat	19	16.8%
Disagree	6	6.7%
Strongly disagree	3	3.3%

From the findings of the table above show most respondents agree (31.9%) while underlying agree respondents consider (43.4%) said somewhat, (16.8%) disagree, (6.7%) where, strongly disagree (3.3%) where agree indicates the majority of respondents agree.

I find that being part of a diverse company increases productivity.

113 responses



Becoming part of a varied workforce encourages creativity.

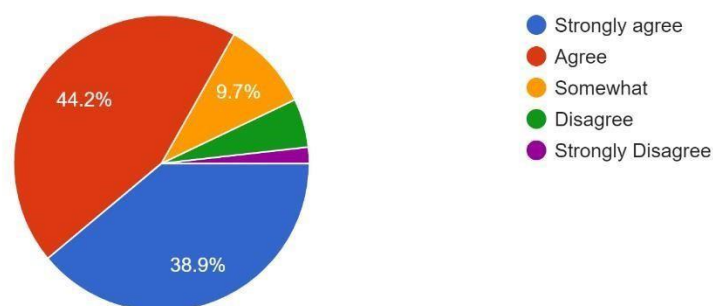
Table 4.42 A diverse workforce inspires innovation.

Strongly agree	44	38.9%
Agree	50	44.2%
Somewhat	11	9.7%
Disagree	6	6.7%
Strongly disagree	2	2.2%

From the findings of the table above show most respondents agree (38.9%) while underlying agree respondents consider (44.2%) said somewhat, (9.7%) disagree, (6.7%) where, strongly disagree (2.2%) where agree indicates the majority of respondents agree.

Becoming part of a varied workforce encourages creativity.

113 responses



4.2 FINDINGS OBJECTIVES

1. What kind of a relationship does the worker's gender have with their performance? Proportions of males and females among those who answered According to the table that summarises the collected information, 70.8% of the respondents are male, while only 29.2% of the respondents are female. Males made up the majority of those that participated, accounting for 70.8% of the total. Their replies were used to compile this information for analysis. At each and every rung of the professional ladder, there are employees who span every imaginable age range. In the table that provides a summary of the data, the ages of the respondents are shown. According to the data shown in the table, the vast majority of respondents are between the ages of 20 and 25 years old (66.4%), and between 30 and 35 years old (29%) respectively. While the other components contribute to a proportion that is lower than 2% of the total. The overall performance is much enhanced if I work with persons of diverse ages. According to the information that is provided in the table that can be found up top, the vast majority of respondents (49.6%) are of the opinion that they agree, whereas respondents who strongly agree consider (37.4%) said somewhat, (6.9%) disagree, (5.75%) where agree, and respondents who strongly disagree (4.16%) where agree. It would seem from this that the majority of responses are of the same opinion. There is not much of a generation gap among the staff members since everyone gets along swimmingly. As can be seen in the statistics shown in the table that is located above, the great majority of respondents are of the same opinion. Although 45.5% of respondents claimed that they strongly agree, 24.1% of respondents stated that they somewhat agreed, 17.9% disagreed, and 11.6% stated that they definitely disagreed. Only 1.1% of respondents stated that they agreed.

2. How does the age of an employee impact the likelihood that they will be successful in their job? I am always working to advance both the business and my firm. According to the data shown in the table that is located above, the majority of respondents are in agreement (38.7%), while underlying agree respondents consider (41.4%) said somewhat, (13.5%) disagree, (4.4%) where, and strongly disagree (3.3%) where agree indicates that the majority of respondents are in agreement. When it comes to my other commitments, namely my career, I am quite good at meeting all of my duties. According to the findings presented in the table above, the vast majority of respondents are in agreement (27.2%), while underlying agree respondents consider (41.4%) said somewhat, (11.4%) disagree, (4.5%) where, and strongly disagree (1.1%) where agree indicates that the vast majority of respondents are in agreement. The vast

majority of people in the group get grades that are considered to be satisfactory. The majority of the group does quite well. The results that are displayed in the table that is located above show that the majority of respondents agree (21.9%), while underlying agree respondents consider that 52.6% said somewhat, 14.9% disagree, 9.1% where, and strongly disagree (4.5%) where agree indicates that the majority of respondents agree. The experience has shown me that being a member of an inclusive workforce boosts productivity. In addition, diversity in the workplace has been shown to increase productivity. According to the findings presented in the table above, the vast majority of respondents are in agreement (31.9%), while the underlying agree respondents consider that 43.4% said they disagree somewhat, 16.8% disagree, (6.7%) where, and strongly disagree (3.3%) where agree indicates that the vast majority of respondents are in agreement. Participating in a workforce that has a wide range of backgrounds and experiences fosters innovation. The ingenuity of a workforce benefits from its diversity. According to the data presented in the table that is located above, the majority of respondents are in agreement (38.9%), while underlying agree respondents consider (44.2%) said somewhat, (9.7%) disagree, (6.7%) where, and strongly disagree (2.2%) where agree indicates that the majority of respondents are in agreement.

3. What is the relationship between the educational background of an employee and their overall performance? According to the findings table, 43.4% of the respondents who had bachelor's degrees either held master's degrees or participated in postgraduate courses. According to the chart that can be seen below, 39.8% of respondents fall into the higher education category. Respondents with a Ph.D. suggest that (4.5%), whereas respondents with three other levels of education including a diploma, formal education, and high school are (5.6%). Qualifications earned outside of the corporation are given less weight than seniority inside the organisation. According to the data presented in the table that is located above, the majority of respondents are in agreement (28.6%), while underlying agree respondents consider (33.9%) said somewhat, (19.6) disagree, (26.5%) where, strongly disagree (15.2%) where agree. This indicates that the majority of respondents are in agreement. The workforce at this organisation represents a wide range of educational experiences and levels. According to the results presented in the table above, the vast majority of respondents are in agreement (33%) while underlying agree respondents consider (56.3%) said somewhat, (6.7%) disagree, (4.4%) where, and strongly disagree (2.2%) where agree. This indicates that the vast majority of

respondents are in agreement. Differences in educational backgrounds do not in and of themselves cause conflict. According to the data presented in the table that is located above, the majority of respondents are in agreement (20.2%), while underlying agree respondents consider (47.4%) said somewhat, (14%) disagree, (14%) where, and strongly disagree (5.7%) where agree. This indicates that the majority of respondents are in agreement. Since I started working with individuals that came from a variety of educational backgrounds, the performance has significantly increased. According to the results that can be seen in the table that was just presented, the majority of respondents are in agreement (26.1%), while underlying agree respondents consider (55.9%) said somewhat, (9%) disagree, (7.7%) where, and strongly disagree (3.3%) where agree. This indicates that the majority of respondents are in agreement. Everyone in the firm is given the same treatment, regardless of their level of educational attainment. According to the data presented in the table that is located above, the majority of respondents are in agreement (21.4%), while underlying agree respondents consider (49.1%) said somewhat, (13.4%) disagree, (10.7%) where, strongly disagree (7.8%) where agree. This indicates that the majority of respondents are in agreement. Ego issues are common among staff members who have varying degrees of education and professional experience. The findings that are displayed in the table that is located above show that the majority of respondents agree (18.6%), while underlying agree respondents consider (46.9%) said somewhat, (15%) disagree, (13.3%) where, strongly disagree (7.9%) where agree indicates that the majority of respondents agree. The amount of time an employee has spent working for an organisation is given greater weight than their educational credentials. According to the data presented in the table that is located above, the majority of respondents are in agreement (20.4%), while the underlying agree respondents consider (39.8%) said somewhat, (18.6%) disagree, (14.2%) where, and strongly disagree (7.1%) where agree indicates that the majority of respondents agree.

4. What are the dynamics between employee success and the diversity of the workforce? Teams that included members of different genders were successful in accomplishing their goals because of the deep ties they had with one another and the effective communication they maintained. The results in the table that is found above show that the majority of respondents are in agreement (30.4%), while the underlying agree respondents consider that (41.7%) said somewhat, (14.8%) disagree, (11.3%) where, and strongly disagree (2.3%) where agree indicates that the majority of respondents are

in agreement. The vast majority of workers have been working for the organization for a period of at least five years, on average. The results that are displayed in the table that is located above show that the majority of respondents agree (18%), while underlying agree respondents consider (44.1%) said somewhat disagree, (22.5%) disagree, (13.5%) where, strongly disagree (2.2%) where agree this indicates that the majority of respondents agree.

Employees who have been with the organization for a significant amount of time are shown a high level of respect. According to the data presented in the table that is located above, the majority of respondents are in agreement (35.1%), while underlying agree respondents consider (43.9%), said somewhat disagree, (8.8%) disagree, (12.5%), and strongly disagree (3.4%) where agree. This indicates that the majority of respondents are in agreement. Performance is the primary factor considered for determining promotions and pay raises, rather than length of service. According to the data presented in the table that is located above, the majority of respondents are in agreement (34.8%), while the underlying agree respondents consider (41.1%) said somewhat, (12.5%) disagree, (10%) where, and strongly disagree (3.3%) where agree. This indicates that the majority of respondents agree. I have a positive relationship with both the seniors and the juniors in my class. According to the data shown in the table above, the vast majority of respondents are in agreement (30.4%), despite the fact that underneath agree respondents consider (49.1%) stated slightly, (12.5%) disagree, (3.3%) where, and strongly disagree (2.2%) where agree. It is beneficial to the organization's performance to work with employees who have been there for a variety of lengths of time. According to the data presented in the table that is located above, the majority of respondents are in agreement (28.6%), while underlying agree respondents consider (49.1%) said somewhat, (10.7%) disagree, (7.8%) where, and strongly disagree (6.7%) where agree. This indicates that the majority of respondents are in agreement.

5. What factors, if any, contribute to the success of employees at Dahabshiil bank? the Dahabshiil Group is always growing and developing new ideas, it has never wavered from its founding principles of trust, honesty, and responsibility. These principles form the very foundation of the company. Mr. Mohamed Saeed Duale, the company's founder, is credited with formulating these core beliefs, which have since become an inseparable part of the culture of the company. Our mission is to provide our clients with banking services of the highest possible level, maximize the positive influence we have on the community's growth, and obtain the best possible return on the money we invest. We

have been successful by concentrating on the following three primary goals: accountability, honesty, and profitability. Accountability is achieved through choosing world-class people, processes, and technology. We also strive to foster a culture that is solution-focused and rewards those who consistently provide outstanding results. Maintaining integrity comes from adhering to the Sharia's precepts, which we see as representing global ideals that are to the advantage of our clients. One of our competitive advantages is our demonstrated capacity to offer inclusive and socially responsible banking services to a clientele that extends beyond our traditional clientele, which we achieve by leveraging our platform, which holds a significant portion of the market in each of our key markets.

4.3 CONCLUSION

The purpose of this research was to examine the relationship between a diverse workforce and high employee performance in the Dahabshiil banks of Somalia. Gender, age, and educational background are three aspects that contribute to the overall diversity of the workforce. According to the findings of the research, gender and age were the two of these 3 aspects that had the greatest influence on employee performance. According to the findings of the study, there is a considerable favorable influence that gender diversity has on the performance of employees. This illustrates that the majority of the workforce is in agreement that there should be no discrimination between workers of different sexes in the workplace and that women have the same opportunities as men to advance their careers and advance the business.