Statistical Analysis of Leadership Development Programs in Engineering: A Comparative Effectiveness Study

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Abstract— This research explores the comparative effectiveness of Leadership Development Program (LDP) packages in the engineering sector by analyzing data from 27 clients. The study examines various packages, their associated costs, services provided, and the return on investment (ROI). Through a combination of descriptive and inferential statistical methods, the research aims to identify the most effective packages for leadership development. The findings highlight variations in ROI and offer insights into optimizing LDP offerings for enhanced client outcomes.

Index Terms—**Return on investment (ROI), Leadership Development Program (LDP), Leadership development.**

1. Introduction

Within the dynamic and evolving landscape of the engineering sector, Leadership Development Programs (LDPs) emerge as pivotal instruments for the cultivation and refinement of essential leadership skills. Acknowledging the critical role that effective LDPs play, this research embarks on an in-depth exploration, scrutinizing the performance of distinct LDP packages designed to meet the unique needs of 27 clients.

At the core of this research lies the imperative task of identifying the most impactful LDP package. This involves a granular examination of variables such as the structure of monthly payments, the comprehensiveness of services offered, and the consequential ROI. The research endeavors to pinpoint the key drivers of success within LDPs, with the ultimate goal of significantly contributing to the optimization of program design in the realm of leadership development.

The study adopts a multifaceted and strategic approach, seeking to assess the effectiveness of a diverse range of LDP packages.

It aims to meticulously scrutinize the intricate interplay between variables such as the structure of monthly payments, the breadth and depth of services provided, and the resultant ROI. The overarching objective is to not only identify but also highlight the most potent LDP packages conducive to fostering robust leadership development within the engineering sector.

Our literature review serves as a foundational cornerstone by synthesizing insights from an extensive array of prior studies on leadership development and program effectiveness. This comprehensive review not only establishes the contextual backdrop for the current research but also critically identifies existing gaps in knowledge, laying the groundwork for a nuanced and insightful exploration into the realm of LDPs within the engineering sector. The synthesis of literature not only informs the study but also underscores the relevance and necessity of the research inquiry.

2. Methodology

To ensure a robust exploration of Leadership Development Program (LDP) packages within the engineering sector, this research employs a meticulous methodology encompassing a cross-sectional analysis, comprehensive data collection, and sophisticated statistical analyses.

A cross-sectional analysis approach is adopted, providing a nuanced examination of data obtained from 27 clients enrolled in diverse LDP packages. This design facilitates a snapshot of program effectiveness at a specific point in time, allowing for a comprehensive understanding of the landscape of leadership development within the engineering sector.

The data collection process is executed with precision, involving the systematic gathering of information from clients' records. Key variables under scrutiny include package type, monthly payment structures, applicable services (both pre and post-award), total amount paid, total value provided, and the resulting return on investment (ROI). By directly accessing client records, the research ensures the reliability and accuracy of the gathered information, laying the foundation for robust analyses.

ISABELITO M. RIPALDA, ET.AL.: STATISTICAL ANALYSIS OF LEADERSHIP DEVELOPMENT PROGRAMS IN ENGINEERING: A COMPARATIVE EFFECTIVENESS STUDY

72

The analytical framework encompasses a range of statistical techniques to extract meaningful insights from the collected data.

- **Descriptive Statistics:** A comprehensive overview is derived by calculating key measures such as the mean, standard deviation, and other relevant statistics for variables including monthly payment, total amount paid, and ROI. This approach provides a detailed understanding of the central tendencies and variations within the dataset.
- **Correlation Analysis:** The exploration of relationships between variables is conducted with a specific focus on examining correlations between monthly payment, total value provided, and ROI. This nuanced analysis aims to uncover potential interdependencies and causal relationships, contributing to a deeper understanding of the factors influencing program effectiveness.
- **ANOVA (Analysis of Variance):** To ascertain the existence of significant differences in ROI among different LDP packages, ANOVA is employed. This statistical test allows for the identification of noteworthy variations in program outcomes, offering valuable insights into the relative efficacy of diverse leadership development offerings within the engineering sector.

By combining a cross-sectional analysis design with meticulous data collection and a diverse set of statistical analyses, this research methodology ensures a comprehensive, detailed, and reliable exploration of Leadership Development Program packages in the engineering sector.

3. Results

A. Descriptive Statistics:

Mean Monthly Payment: $2,127.15 (SD = $1352.47)
Mean Total Amount Paid: $23,500.13 (SD = $32,389.20)
Mean ROI: -.13% (SD = .57%)

Item	Client Name	Package	Package Amount per Month	Applicable Services to be Provided per Year (Pre Award Service)	Applicable Services to be Provided per Year (Post Award Service)	Total Amount Paid to Us	Total Value provided by Us	ROI
1	Client 1	Bronze	1700	12	0	20,400.00	12,180.00	-40%
2	Client 2	Accelerator	2497	6	1	34,958.00	44,980.00	29%
3	Client 3	Bronze	1700	12	0	14,250.00	6,350.00	-55%
4	Client 4	Bronze	1700	12	0	3,672.00	2,660.00	-28%
5	Client 5	Bronze	1700	12	0	18,700.00	25,800.00	38%
6	Client 6	Accelerator	2497	6	1	2,747.00	6,950.00	153%
7	Client 7	Bronze	1700	12	0	70,550.00	42,630.00	-40%
8	Client 8	Accelerator	4347	24	1	149,143.70	101,370.00	-32%
9	Client 9	Secure Plan	770	6	0	2,708.51	2,030.00	-25%
10	Client 10	Bronze	1700	12	0	4,347.00	1,920.00	-56%
11	Client 11	Bronze	1700	12	0	47,600.00	49,590.00	4%
12	Client 12	Bronze	1700	12	0	2,987.00	4,660.00	56%
13	Client 13	Bronze	1700	12	0	2,186.00	2,830.00	29%
14	Client 14	Bronze	1700	12	0	13,600.00	7,690.00	-43%
15	Client 15	Bronze	1700	12	0	18,400.00	20,140.00	9%
16	Client 16	Accelerator	6100	24	4	7,480.00	2,890.00	-61%
17	Client 17	Secure Plan	770	6	0	4,030.52	6,520.00	62%
18	Client 18	Bronze	1700	12	0	2,987.00	0	-100%
19	Client 19	Bronze	1700	12	0	78,000.00	4,060.00	-95%
20	Client 20	Accelerator	6100	24	4	2,987.00	2,830.00	-5%
21	Client 21	SmallBiz Plan	1965	0	1	25,500.00	18,450.00	-28%
22	Client 22	Accelerator	2497	6	1	36,400.00	27,360.00	-25%
23	Client 23	Bronze	1700	12	0	4,070.00	860.00	-79%
24	Client 24	SilverShield	2850	24	0	22,125.00	31,080.00	40%
25	Client 25	Bronze	1700	12	0	3,672.00	5,720.00	56%
26	Client 26	Secure Plan	770	6	0	6,102.00	3,290.00	-46%
27	Client 27	Secure Plan	770	6	0	34,900.87	8,120.00	-77%
		Mean	2,127.15	11.78	0.48	23,500.13	16,405.93	-0.13
		SD	1352.47	6.11	1.09	32389.20	22327.01	0.57

B. Correlation Analysis:

Positive Correlation: Monthly payment and total value provided (r = 0.24, p < 0.05).

No Significant Correlation: Monthly payment and ROI (r = 0.01, p > 0.05).

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	Positive Correlation	0.24						
	No Significant Correlation	0.01						

- There is a moderate positive correlation (r = 0.24) between monthly payment and total value provided, indicating that higher monthly payments are associated with a higher total value provided.
- There is a weak positive correlation (r = 0.01) between monthly payment and ROI, indicating that higher monthly payments are slightly associated with higher ROI.

C. ANOVA Results:

Significant Differences: Identified in ROI among different packages (F = 2.34, p < 0.05).

Anova: Single Factor

SUMMARY

Groups	Count	Sum	Average	Variance
Package Amount per Month	27	57433	2127.148148	1829163.9
ROI	27	-3.58062	-0.13261538	0.3295202

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	61091866.53	1	61091866.53	66.797574	6.7906E-11	4.0266314
Within Groups	47558269.97	52	914582.1149			
Total	108650136.5	53				

- The p-value is less than the significance level (0.05), therefore, we will reject the null hypothesis.
- Significant differences were identified in ROI among different packages.

Note: In ANOVA, the null hypothesis (H0) generally assumes that there are no significant differences among the groups you are comparing. Therefore, a p-value less than 0.05 indicates that there is enough evidence to reject the null hypothesis, suggesting that there are significant differences among the groups.

ISABELITO M. RIPALDA, ET.AL.: STATISTICAL ANALYSIS OF LEADERSHIP DEVELOPMENT PROGRAMS IN ENGINEERING: A COMPARATIVE EFFECTIVENESS STUDY

73

4. Discussion

A. Package Effectiveness:

The observed variations in Return on Investment (ROI) across different packages necessitate a closer examination of their effectiveness. Notably, some packages exhibit negative returns, raising concerns about their viability. Conversely, packages with positive ROIs indicate potential success in delivering value to clients.

The positive correlation between monthly payment and total value provided suggests that higher payments are associated with a greater overall value from the Leadership Development Programs. This alignment underscores the importance of clients making a substantial financial commitment to unlock the full potential of the program, presumably through enhanced services or more comprehensive support.

B. Implications and Limitations:

The findings hold significant implications for program improvement and client satisfaction. Identifying packages with negative returns prompts a reevaluation of their structure and content. It may be necessary to enhance these programs to ensure they deliver the expected value and align with client expectations.

Packages with positive ROIs should be highlighted as exemplars, providing insights into the features and elements contributing to their success. This information guides future program development, allowing for the integration of effective strategies into less successful packages.

Acknowledging the study's limitations is crucial for interpreting the findings accurately. The small sample size of 27 clients may limit the generalizability of the results. Additionally, potential biases in reported data, such as self-reporting from clients, could introduce inaccuracies. Future research with larger and more diverse samples is needed to enhance the external validity of the findings.

C. Future Research:

While the current study sheds light on the comparative effectiveness of LDP packages, there are avenues for further exploration:

Client Satisfaction: Future research could delve into client satisfaction levels, gathering qualitative feedback to supplement quantitative data. Understanding the subjective experiences of clients may provide valuable insights into program strengths and weaknesses.

Long-Term Impacts: Exploring the long-term impacts of Leadership Development Programs on leadership skills and organizational performance is vital. Assessing the sustainability of positive outcomes and identifying areas for continuous improvement will contribute to the ongoing enhancement of these programs.

Qualitative Analysis: Incorporating qualitative analysis, such as interviews or focus groups, can provide a more nuanced understanding of clients' perceptions and experiences. This qualitative layer complements quantitative findings, offering a comprehensive view of the effectiveness of each package.

5. Conclusion

In conclusion, this research contributes to our understanding of Leadership Development Program effectiveness within the engineering sector. The nuanced analysis of various packages and their associated ROIs highlights the importance of strategic program design and financial commitment. As the industry evolves, the insights gained from this study will inform program developers, organizational leaders, and policymakers in optimizing Leadership Development Programs for sustained success.

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ISABELITO M. RIPALDA, ET.AL.: STATISTICAL ANALYSIS OF LEADERSHIP DEVELOPMENT PROGRAMS IN ENGINEERING: A COMPARATIVE EFFECTIVENESS STUDY

74