##  4. Descriptive analysis

## 4.1 The Profile of Respondents

### 4.1.1 Respondents` Sex

There are a total of 95 participants, and the data reveals that out of those, 57 are male and 38 are female. This indicates that the gender distribution within the sample population is different. According to this distribution, there are sixty percent of males and forty percent of females, which indicates that there is a greater representation of males in the sample than there is of females. It appears that the sample is slightly male-dominated, which may be a reflection of the demographic characteristics of the population that is being studied or may be the result of sampling choices. The nearly two-thirds proportion of males suggests that the sample is slightly male-dominated. Depending on the focus and objectives of the study, this imbalance may have implications for generalising results across a population that is more evenly distributed between the sexes.

##### Table 4.l: Respondents` Sex

|  |  |  |
| --- | --- | --- |
| Sex | Frequency | Percentage |
| Male | 57 | 60 |
| Female | 38 | 40 |
| Total | **95** | **100** |

Source: Research Findings (2024)

### 4.1.2 Age of Respondents

According to the data on the distribution of ages, the age group that comprises the largest number of participants is the age range of 38–47 years, which includes 44 individuals and accounts for 46.3% of the total sample. This suggests that approximately half of the participants are within the age range that is considered to be middle-aged. The next largest group is comprised of individuals aged 28–37, which accounts for 25.3% of the sample. This indicates that a sizeable proportion of the participants are in the initial stages of adulthood to the middle years of their lives. Participants aged 48 and older make up 15.8% of the group, with 15 individuals, indicating a smaller proportion of older participants that is still notable despite the fact that it is smaller. Last but not least, the youngest age group, which includes individuals between the ages of 18 and 27, constitutes only 12.6% of the sample, with a total of 12 people. This indicates that young adults are under-represented in comparison to other age groups. The total number of people in the sample is 95, and each age group contributes to a more complete picture of the age range under consideration in the demographic. Based on this distribution, it is clear that the majority of participants fall within the age range of 28 to 47 years old, indicating that the sample is mature and contains a smaller number of younger and older adults. Findings are displayed in Table 4.2 hereunder;

##### Table 4.2: Age of Respondents

|  |  |  |
| --- | --- | --- |
| Age | Frequency | Percentage |
| 18 – 27  | 12 | 12.6 |
| 28 – 37  | 24 | 25.3 |
| 38 – 47  | 44 | 46.3 |
| 48 and above  | 15 | 15.8 |
| Total | **95** | **100** |

Source: Research Findings (2024)

### 4.1.3 Respondents Education Level

The data on education levels reveals that among the 95 individuals who were surveyed, the majority of them, 56.8%, hold a Bachelor's degree. This indicates that a significant portion of the respondents have completed their undergraduate education. This is followed by 30.6% of individuals who have a Master's degree or higher, which indicates that a sizeable number of participants have pursued further education beyond the level of a Bachelor's degree. Only a small percentage of respondents, 12.6%, have a Certificate or Diploma, which indicates that a relatively small number of respondents have post-secondary education opportunities that are limited to these qualifications. In general, this distribution indicates that the group is highly educated, with nearly 87.4% of the members holding at least a Bachelor's degree. This could potentially have an impact on the perspectives, skills, or preferences of the members of this group due to the relatively high levels of formal education that they possess. Table 4.3 below indicates the findings;

##### Table 4.3: Respondents` Education Level

|  |  |  |
| --- | --- | --- |
| Education Level | Frequency | Percentage |
| Certificate/Diploma | 12 | 12.6 |
| Bachelors` Degree | 54 | 56.8 |
| Master’s Degree and above | 29 | 30.6 |
| Total | **95** | **100** |

Source: Research Findings (2024)

### 4.1.4 Respondents Work Experience

According to the data on work experience, the majority of respondents, which accounts for 62.1% (59 individuals), have more than five years of experience. This indicates that the workforce has a significant amount of experience in their respective roles. There is a smaller but still significant portion, 33.7% (32 individuals), that has between one and five years of experience. This represents a significant number of workers who are in the beginning to middle stages of their careers. There are only four people who have less than a year of experience, which indicates that there are not many new members joining the group. This represents only 4.2% of the total. In general, these findings indicate that the workforce is primarily made up of seasoned individuals who have more than five years of experience, while a relatively smaller number of employees are either newer or in the beginning stages of their career paths. This distribution may be a reflection of hiring trends that are centred on experienced professionals or organization-wide turnover rates that are relatively low. Table 4.4 shows the results;

##### Table 4.4 Respondents` Work Experience

|  |  |  |
| --- | --- | --- |
| Work Experience | Frequency | Percentage |
| Less than a Year | 4 | 4.2 |
| 1 – 5 Years | 32 | 33.7 |
| More than 5 Years | 59 | 62.1 |
| Total | **95** | **100** |

Source: Research Findings (2024)

## 4.2 Variables

### 4.2.1 Public Procurement Laws Support

The findings of the survey on green procurement (GP) practices within the organisation indicate that there is a strong commitment to incorporating environmental considerations into the processes of procurement. According to the findings, a sizeable majority of respondents, 65.3%, are in agreement or strongly agree that the organisation routinely incorporates GP clauses into procurement contracts. The mean score for this question was 4.31, and the standard deviation was 1.158. A proactive approach to sustainability in procurement is reflected in the high level of agreement that exists within the organisation, which suggests that green procurement is not merely a theoretical concept but is actively practiced within the framework of the organisation.

As an additional point of interest, the findings of the survey indicate that 54.7% of respondents have the belief that the organisation provides effective incentives for adopting environmentally responsible procurement practices. The mean score for this belief was 4.31, and the standard deviation was 1.022. This consistency in mean scores across different statements indicates that there is a general satisfaction with the incentives that are provided; however, there is still a minority of people (4.2%) who believe that these incentives could be improved. The significance of this lies in the fact that it has the potential to increase the motivation of employees to adopt more sustainable practices.

Furthermore, the alignment of the organization's green procurement practices with recognised international standards is also positively received, as evidenced by a mean score of 4.33 and 58.9% of respondents agreeing or strongly agreeing with this statement. This affirmation is supported by the fact that the organisation has received positive feedback. This suggests that the organisation is not only attempting to comply with local regulations, but also aims to meet global sustainability standards. This can help the organisation improve its reputation and increase its competitiveness in the market.

In addition, the findings highlight the significance of monitoring and systematic processes in the context of supporting initiatives pertaining to responsible procurement. The high mean score of 4.40 and the lower standard deviation of 0.972 indicate that a significant 65.3% of respondents are in agreement that there is a systematic process in place to monitor the implementation of green procurement. This is reflected in the fact that the mean score is elevated. This would imply that the organisation is not only dedicated to environmentally responsible purchasing practices, but that it is also making a concerted effort to ensure that these procedures are effectively implemented and evaluated.

Last but not least, environmental criteria play a significant part in the decision-making process regarding procurement. A total of 56.8% of respondents agreed that these aspects are taken into consideration during the decision-making process, which resulted in a mean score of 4.29 and a standard deviation of 1.061. By doing so, the organisation further solidifies its commitment to responsible and ethical procurement practices, which in turn reinforces the notion that environmental sustainability is incorporated into the organization's procurement strategy. The findings, taken as a whole, demonstrate a robust organisational commitment to sustainability, highlighting both areas of success and areas that require further development in the promotion of environmentally responsible procurement. Table 4.5 below summarizes the findings;

##### Table 4.5: Public Procurement Laws Support

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Statements** |  | **SD** | **D** | **N** | **A** | **SA** | **Mean** | **Std. Dev** |
| Our organization consistently includes green procurement (GP) clauses in procurement contracts. | F | 5 | 5 | 8 | 15 | 62 | 4.31 | 1.158 |
| % | 5.3 | 5.3 | 8.4 | 15.8 | 65.3 |
| Our organization offers effective incentives for adopting green procurement practices | F | 4 | 4 | 3 | 32 | 52 | 4.31 | 1.022 |
| % | 4.2 | 4.2 | 3.2 | 33.7 | 54.7 |
| Our organization’s green procurement practices align with recognized international standards. | F | 4 | 5 | 3 | 27 | 56 | 4.33 | 1.056 |
| % | 4.2 | 5.3 | 3.2 | 28.4 | 58.9 |
| There is a systematic process in place to monitor the implementation of green procurement | F | 0 | 9 | 6 | 18 | 62 | 4.40 | 0.972 |
| % | 0.0 | 9.5 | 6.3 | 18.9 | 65.3 |
| Environmental criteria are a key factor in our organization’s procurement decisions | F | 4 | 5 | 4 | 28 | 54 | 4.29 | 1.061 |
| % | 4.2 | 5.3 | 4.2 | 29.5 | 56.8 |

Source: Research Findings (2024)

### 4.2.2 GP Knowledge

According to the findings, there is a significant level of awareness and commitment to Green Practices (GP) among respondents in the industry. The majority of respondents indicated a high level of familiarity with GP and the regulatory requirements that associated with it. The high mean score of 4.40 (standard deviation = 1.015) is a result of the fact that 67.4% of respondents are in complete agreement that they have a sufficient understanding of what Green Practices entail in their industry. This high awareness indicates that the majority of employees are well-informed about GP principles, which is a reflection of effective communication or education within the organisation regarding environmentally responsible practices.

Regarding the familiarity with regulations, 64.2% of respondents are in complete agreement that they are familiar with regulations pertaining to general practitioners, with a mean score of 4.25 (standard deviation = 1.176). Despite the fact that this score is slightly lower than the general awareness of GP, it indicates that the majority of employees are aware of the legal requirements that are associated with environmental practices. This familiarity is essential for compliance, and it suggests that the organisation most likely places an emphasis on regulatory education as a component of its initiatives intended to promote sustainability.

Sixty percent of respondents strongly agreed that they had received sufficient training on general practitioner regulations that are specific to their roles. In addition, respondents report a relatively high level of training on these regulations. This is reflected in a mean score of 4.28 (standard deviation = 1.078), which demonstrates that the organisation has invested in capacity building for employees to ensure that they are able to effectively implement GP in their roles. Employees are likely to feel more confident and competent in their ability to uphold environmental standards after receiving such training.

When it comes to the organization's supplier selection process, environmental sustainability appears to play a significant role, as indicated by the fact that 58.9% of respondents strongly agree that it is a priority. These findings are supported by a mean score of 4.19 (standard deviation = 1.223), which indicates that environmental considerations are taken into account during the selection of suppliers, most likely as a component of a more comprehensive sustainability strategy. On the other hand, the slightly higher standard deviation in this case indicates a greater variability in responses, which may imply that although sustainability is emphasised, it may be more integrated into some supplier relationships than it is into others.Table 4.6 below summarizes the findings;

##### Table 4.6: GP Knowledge

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Statements** |  | **SD** | **D** | **N** | **A** | **SA** | **Mean** | **Std. Dev** |
| I am aware of what Green Practices (GP) entail in our industry | F | 1 | 8 | 7 | 15 | 64 | 4.40 | 1.015 |
| % | 1.1 | 8.4 | 7.4 | 15.8 | 67.4 |
| I am familiar with the regulatory requirements related to Green Practices in our industry. | F | 3 | 10 | 8 | 13 | 61 | 4.25 | 1.176 |
| % | 3.2 | 10.5 | 8.4 | 13.7 | 64.2 |
| I have received sufficient training on Green Practice regulations applicable to my role | F | 2 | 9 | 6 | 21 | 57 | 4.28 | 1.078 |
| % | 2.1 | 9.5 | 6.3 | 22.1 | 60.0 |
| Environmental sustainability is a priority in our supplier selection process | F | 6 | 7 | 6 | 20 | 56 | 4.19 | 1.223 |
| % | 6.3 | 7.4 | 6.3 | 21.1 | 58.9 |

Source: Research Findings (2024)

### 4.2.3 Enforcement Mechanism

Based on the findings, it is evident that the majority of respondents have a favourable impression of the organization's legal framework, monitoring, incentives, training, and environmental assessment practices. With 64.2% of respondents strongly agreeing and a mean score of 4.39, the statement "The existing legal framework effectively supports the implementation of policies in our organisation" received a high level of agreement from the respondents. A small percentage of respondents (10.5%) disagreed with this statement, which suggests that there is room for improvement in terms of policy support. This indicates that the majority of respondents believe that the legal framework is supportive of policy implementation.

Regarding the statement that "Regular monitoring and auditing are conducted effectively within the organisation," the responses were similarly positive but slightly more varied. The mean score was 4.28, and 55.8% of respondents strongly agreed with the statement regarding this matter. There is a degree of disagreement among the respondents, as evidenced by the standard deviation value of 1.018, which indicates that there is some variation in opinions. The fact that this is the case suggests that although monitoring and auditing are generally considered to be effective, there is room for improvement in terms of enhancing consistency across all areas.

Additionally, there was a high level of agreement regarding the incentives for compliance, with 69.5% of respondents strongly agreeing that the organisation provides sufficient incentives and garnering a mean score of 4.40. The fact that there is a low level of disagreement (9.5%) suggests that the majority of workers are motivated by these incentives, which highlights the role that they play in fostering compliance. A more general, optimistic view of the support structures that are present within the organisation is consistent with the perception that the incentives are sufficient.

The adequateness of training on legal responsibilities is also highly regarded, as demonstrated by a mean score of 4.27 and the fact that 51.6% of respondents are in complete agreement with this statement. On the other hand, 11.6% of respondents are in disagreement, which suggests that there may be an opportunity to further improve training programs in order to guarantee comprehensive understanding across all levels of staff.

In conclusion, with regard to environmental impact assessments, 67.4% of respondents strongly agreed that comprehensive assessments are carried out, as indicated by a mean score of 4.33. The slightly higher standard deviation (1.106) in comparison to other categories suggests that there is some variability in opinions, which may indicate that assessment practices could be more consistent across projects. Despite the fact that opinions are generally positive, the standard deviation is slightly higher. Findings are portrayed in Table 4.7 below;

##### Table 4.7: Enforcement Mechanism

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Statements** |  | **SD** | **D** | **N** | **A** | **SA** | **Mean** | **Std. Dev** |
| The existing legal framework effectively supports the implementation of policies in our organization | F | 0 | 10 | 4 | 20 | 61 | 4.39 | 0.982 |
| % | 0.0 | 10.5 | 4.2 | 21.1 | 64.2 |
| Regular monitoring and auditing are conducted effectively within the organization. | F | 1 | 10 | 3 | 28 | 53 | 4.28 | 1.018 |
| % | 1.1 | 10.5 | 3.2 | 29.5 | 55.8 |
| The organization provides sufficient incentives for compliance with policies and regulations | F | 0 | 9 | 10 | 10 | 66 | 4.40 | 1.015 |
| % | 0.0 | 9.5 | 10.5 | 10.5 | 69.5 |
| I have received adequate training to understand my legal responsibilities within the organization | F | 0 | 11 | 1 | 34 | 49 | 4.27 | 0.961 |
| % | 0.0 | 11.6 | 1.1 | 35.8 | 51.6 |
| The organization conducts thorough environmental impact assessments for all projects. | F | 1 | 11 | 8 | 11 | 64 | 4.33 | 1.106 |
| % | 1.1 | 11.6 | 8.4 | 11.6 | 67.4 |

Source: Research Findings (2024)