CHAPTER - 5

SUMMARY AND CONCLUSIONS

The entire Research work is based on problem “To study the level of Job Satisfaction, Psychological well-being and Occupational stress between the two groups employees who have chosen their career with choice and without choice” has been presented systematically in five different chapters.

In Chapter – 1: The concept of career, Objective factor theory, Subjective factor theory of career, the importance of choosing the appropriate career have been explained. Concept of job satisfaction, models involved and various aspects related to job satisfaction, have been explained. The concept of occupational stress, psychological well-being, and their respective influences on one’s life.

In Chapter – 2: The survey of Literature, in regard to Independent variable and Dependent variable have been explained in light of the Reviewed literature, 12 Hypothesis had been formulated.

In Chapter 3: It was meant for describing the methodology, where in the steps opted in carrying out the investigation has been enumerated.
The chapter discusses the details of the hypotheses formulated and sample comprehensively.

1) There will be a significant difference in the level of job satisfaction between the two groups (i.e., with choice and without choice) of drivers working for public transportation department.

2) There will be a significant difference in the level of Occupational stress between the two groups (i.e., with choice and without choice) of drivers working for Public transportation Department.

3) There will be a significant difference in the level of psychological well-being between the two groups (i.e., with choice and without choice) of drivers working for public transportation department.

4) There will be a significant difference in the level of job satisfaction between the two groups (i.e., with choice and without choice) of Teachers.

5) There will be a significant difference in the level of Occupational stress between the two groups (i.e., with choice and without choice) of Teachers.

6) There will be a significant difference in the level of psychological well-being between the two groups (i.e., with choice and without choice) of Teachers.
7) There will be a significant difference in the level of job satisfaction between the two groups (i.e., with choice and without choice) of Police Constables.

8) There will be a significant difference in the level of Occupational stress between the two groups (i.e., with choice and without choice) of Police Constables.

9) There will be a significant difference in the level of psychological well-being between the two groups (i.e., with choice and without choice) of Police Constables.

10) There will be a significant difference in the level of job satisfaction between the two groups (i.e., with choice and without choice) of Software Engineers working in Multi-national Company.

11) There will be a significant difference in the level of Occupational stress between the two groups (i.e., with choice and without choice) of Software Engineers working in Multi-national Company.

12) There will be a significant difference in the level of psychological well-being between the two groups (i.e., with choice and without choice) of Software Engineers working in Multi-national Company.

The sample consisted of 640 employees drawn from four different professions by using Purposive Sampling Technique. The said sample
included 160 drivers(80+80), 160 teachers(80+80),160 police constables(80+80) and 160 Software engineers(80+80), having eight to ten years of work experience.

The Police constables from the Bangalore division; Bus drivers from Bangalore city Public transport; Private School Teachers ranging from the middle school to secondary education; Employees from the IT sector of Multi-national companies.

The tools used for the study were: 1) The Occupational Stress Index developed by Srivastava and Singh (1981) was used in this study. The scale contains 46 items, each to be rated on 5-point scale ranging on the continuum of absolutely true, almost true, partially true, almost false and absolutely false. Out of 46 items 28 are ‘true keyed’ and the rest 18 are ‘false keyed’. 2) Psychological Well-being questionnaire developed by Sudha Bhogle and Indira Jai Prakash (1995). 3) Job satisfaction scale by Dr. Amar Singh & Dr. T.R. Sharma Patiala. 4) Semi-Structured interview schedule which reflects the name, age, religion, occupation, qualification and the Choice of Career.

In Chapter – 4, was meant to describe and discuss the obtained results and have been presented systematically in various tables an also included graphical representation of the obtained results. In the beginning of the chapter individual table scores of the four professions have been
discussed. The mean and Standard Deviation was obtained to see the difference between the two groups of employee chosen the career with choice and without choice.

In Chapter -5: In this chapter the Summary and conclusions have been presented. Having described brief outcomes of the study, some suggestions have also been put forth. It has been suggested for wider generality of the outcomes of the investigations that the study could be conducted on various other groups of employees by selecting samples comprising health care professionals, employees of civil aviation, Railway employees and employees in the Military service.

This chapter is meant to conclude the findings obtained on the basis of entire research work carried out to see, the effects of choice of career on occupational stress, Job Satisfaction and the psychological well-being of the four professional categories of employees. Keeping in view the main purpose of study, twelve hypotheses were formulated and statistically verified to meet the objectives of the present study.

**RESEARCH DESIGN**

The study was essentially of a 2x3 factorial design (with equal N). The collected data was analyzed by using means, SD and t-test.
Conclusions: The following conclusions were drawn based on the results obtained from the present study.

1) Significant difference was found in the level of job satisfaction between the two groups (i.e., with choice and without choice) of drivers working for public transportation department.

2) Significant difference was found in the level of Occupational stress between the two groups (i.e., with choice and without choice) of drivers working for Public transportation Department.

3) Significant difference was found in the level of psychological well-being between the two groups (i.e., with choice and without choice) of drivers working for public transportation department.

4) Significant difference was found in the level of job satisfaction between the two groups (i.e., with choice and without choice) of Teachers.

5) Significant difference was found in the level of Occupational stress between the two groups (i.e., with choice and without choice) of Teachers.

6) Significant difference was found in the level of psychological well-being between the two groups (i.e., with choice and without choice) of Teachers.
7) Significant difference was found in the level of job satisfaction between the two groups (i.e., with choice and without choice) of Police Constables.

8) Significant difference was found in the level of Occupational stress between the two groups (i.e., with choice and without choice) of Police Constables.

9) Significant difference was found in the level of psychological well-being between the two groups (i.e., with choice and without choice) of Police Constables.

10) Significant difference was found in the level of job satisfaction between the two groups (i.e., with choice and without choice) of Software Engineers working in Multi-national Company.

11) Significant difference was found in the level of Occupational stress between the two groups (i.e., with choice and without choice) of Software Engineers working in Multi-national Company.

12) Significant difference was found in the level of psychological well-being between the two groups (i.e., with choice and without choice) of Software Engineers working in Multi-national Company.
LIMITATIONS AND SUGGESTIONS:

LIMITATIONS OF THE PRESENT STUDY

1. The sample was confined to Bangalore City only.

2. The sample group pertaining teachers was drawn only from private schools and private colleges.

SUGGESTIONS FOR THE FURTHER STUDY:

1. The study could be conducted on various other groups of employees by selecting samples comprising health care professionals, employees of civil aviation, Railway employees and employees in the Military service etc. apart from the ones chosen for the present study.

2. Further studies can be taken up choosing different cities or states.
IMPLICATIONS OF THE PRESENT STUDY:

A major turning point in adolescents' lives involves the career choice that they make while in high school. Frequently, it is viewed by family and community as a mere start to workplace readiness; however, this decision plays a major role in establishing youth in a career path that opens as well as closes opportunities. Thereby giving right advices and encouraging the individual to pursue their fields of interest is what is lacking in the present society. One has to be encouraged to pursue his/her passion and interests which will give him/her the positive feeling about life and career. Eventually there would be job satisfaction and lesser Occupational stress.

Proper career guidance has to be given to present youth regarding choosing the profession. One should be content in chosen career. Parents have to advise and encourage their children to choose their preferred career than to impose their interests on them.

The results of present study revealed that there is a significant difference between the two groups of employees chosen career with choice and without choice.

Due to other factors like, ignorance, lack of proper guidance and appropriate opportunities, people take up their careers which may not suit their basic interests and aptitudes. Hence, they find it extremely
difficult to get adjusted to their work environment. This may result in occupational stress, lack of job satisfaction and lack of psychological well-being too. Therefore, it is always recommended to provide psychological counseling to the youngsters to realize their basic interests and aptitudes, those who are in the verge of choosing the job, to make APPROPRIATE CHOICE, which suits their interests and abilities.