CHAPTER VII

CONCLUSION & SUGGESTIONS

The conclusions were drawn based on the discussion of the result and suggestions to the higher Technical institutions of Punjab and UP were made accordingly to the Stake holders interests.

The faculty members of Punjab Technical University affiliated institutions reported organizational role stress at high level, in which role erosion, inter role distance, role isolation and role stagnation were found dominant amongst the other factors. The faculty members of Punjab Technical University affiliated institutions were shown moderate level of organizational commitment and dominant type was continuance commitment. The job satisfaction levels among the faculty members of Punjab affiliated institutions were found to be moderately high. Organizational commitment and job satisfaction were found negatively correlated with organizational role stress, as job satisfaction was shown a positive correlation with continuance commitment.

It is investigated and found that non Ph.D. degree holder faculty members of Punjab Technical University affiliated institutions were reported high level of organizational role stress than Ph.D. degree holder faculty members. Organizational role stress was found negatively correlated with the organizational commitment and jobs satisfaction. While in case of Ph.D. degree holder faculty members, job satisfaction was found positively correlated with affective, continuance and total organizational commitment. Job satisfaction were found negative correlated with all dimensions of organizational commitment but found significantly correlated with overall organizational commitment in the case of non Ph.D. degree holder faculty members of affiliated institutions of Punjab.

It was found from the results that faculty members working in private institutions of Punjab were reported organizational role stress at high level. In case of Private affiliated institutions faculty members were found to have Organizational role stress negatively correlated continuance and overall organizational commitment and job satisfaction were
found to have positive correlation with continuance and normative commitment and total organizational commitment. Govt. affiliated institutions faculty members found to have same correlation with organizational role stress, organizational commitment and jobs satisfaction as in the case of their private affiliated institutions counterparts.

The male faculty members of affiliated institutions of Punjab reported organizational role stress at a high level than female counterparts. The female faculty shows a high level of organizational commitment in the comparison of male faculty members with continuance commitment as dominant variable. In case male faculty members, job satisfaction was found positive correlated with continuance and over all commitment. While in the case of female faculty members of affiliated institutions of Punjab job satisfaction were found to be significantly correlated with affective and normative commitment. No significant correlation was observed between job satisfaction and total organizational commitment.

The faculty members with high experience are showing significantly high level of organizational role stress than low experience faculty members except role overload and resources inadequacy. On the dimension of organizational commitment it was found that low experience faculty members shown a high level of organizational commitment rather than high experience faculty members. On the dimension of job satisfaction no significant difference between means were observed among high and low experience faculty members and both the group found to have moderately high level of job satisfaction. A negative correlation was observed between organizational role stress and organizational commitment. Further in case of job satisfaction, it was found positively correlated with Organizational commitment.

The faculty members of UP (Uttar Pradesh) Technical University affiliated institutions reported organizational role stress at high level. While, for organizational commitment all faculty members shown a moderate level of response, in which normative commitment was the dominant dimension. Job satisfaction levels among the faculty members of UP affiliated institutions were also found to be moderately high.
It is investigated and found that non Ph.D. degree holder’s faculty members of UP were showing significantly high level of organizational role stress than Ph.D. degree holder faculty members. Organizational commitment and job satisfaction were found at moderate level in both groups. Ph.D. degree holder faculty members reported a negative correlation between organizational role stress with all other dimension except continues commitment. While in the case of non Ph.D. degree holder faculty members it was found that organizational role stress were negatively correlated with normative commitment and no significant relationship were found with total organizational commitment and also found significant negative correlation with job satisfaction. Job satisfaction was found positive correlated with continuance commitment only and none other significant relationship were observed.

It was found from the results that faculty members working in Government affiliated institutions of UP were shown organizational role stress at high level on all ten dimensions except role erosion and resources inadequacy as compare to their Private institutions counterparts who were having organizational role stress at moderate level. Both the government as well as private affiliated institutions was having moderate level of organizational commitment. Govt. affiliated institutions faculty members were shown low level of job satisfaction than their private institutions faculty members counterparts who were shown high level of job satisfaction. In case of government affiliated institutions faculty members of UP, organizational role stress were found significantly negatively correlated with affective commitment and total organizational commitment. While in the case of private affiliated institutions faculty members were shown significant negative correlation between organizational role stress and continuance and normative commitment as well as job satisfaction.

The male faculty members of UP Technical University were shown significantly high level of organizational role stress than female counterparts. Organizational commitment and job satisfaction was also reported at moderate level by male and female faculty members of affiliated institutions of UP. It was observed that organizational roles stress was negatively correlated with continuance commitment and job satisfaction. In case of
male faculty members, job satisfaction was found significantly positive correlated with affective, normative and total organizational commitment. While in the case of female staff it was found that organizational role stress had a negative correlation with affective, continuance and normative commitment. A negative correlation was observed among organization role stress, total organizational commitment and job satisfaction. A positively correlation was observed between job satisfaction with affective commitment and normative commitment, and surprisingly no significant relationship were found between job satisfaction and organizational commitment.

The faculty members with high experience are showing significantly high level of organizational role stress than low experience faculty members and dominant stressors were role isolation, personal inadequacy and self role distance. On the dimension of organizational commitment low experience faculty members shown a moderately high level of organizational commitment than the high experience faculty members. In case of job satisfaction no significant difference between means were observed among high and low experience faculty members and both the group found to have moderately high level of job satisfaction. Organizational role stress was found negatively correlated with organizational commitment. A positively correlation was observed between job satisfaction and organizational commitment and a negative correlation with organizational role stress in both the groups.

The result of Punjab and UP Technical University faculty members is not showing any significant difference on organizational role stress. On the dimension of organizational commitment, Punjab and UP faculty members responded equally and hence there was no difference in the responses. Faculty members are UP Technical University affiliated institution shown a high level of job satisfaction than their Punjab counterparts. Male faculty members of Punjab and UP Technical University affiliated institutions are not showing any significant difference on all three dimensions of the study. While in the comparison of female faculty members on the dimensions of job satisfaction, a difference was observed between means values. It was found in the results that UP Technical
University female faculty members were shown a higher job satisfaction than Punjab Technical University affiliated institutions.

In case of faculty members of Punjab and UP Technical University there was no significant difference was observed between all dimensions of organizational role stress and organizational commitment. No significant difference between means were observed between Ph.D. degree holders faculty members of Punjab and UP Technical University affiliated institutions on all three dimensions of the study. Among the non Ph.D. degree group job satisfaction level of UP affiliated institutions faculty members were found to have greater than Punjab affiliated institutions faculty members. High experience faculty members of Punjab and UP were responded same on organizational role stress, organizational commitment and job satisfaction organization. The government institution affiliated in UP faculty members was shown high level of organizational role stress. At the same time the faculty members of Punjab affiliated government institutions were shown organizational commitment at high level than their UP counterparts. On job satisfaction both the faculty was shown moderately high job satisfaction. In the case of Private affiliated institutions, it was found that the faculty members of Punjab affiliated University were shown organizational commitment at high level in the comparison of UP counterparts. It was also observed that both groups found to have same level of organizational commitment. On the dimensions of job satisfaction it was found that UP private institutions faculty members were shown high level of job satisfaction than their Punjab counterparts.

It is recommended for all the affiliated institutions of Punjab and UP that the institutions should have Stress Audit on routine basis so that the dominant stressors can be identified and suitable individual and organizational interventions can be made accordingly.

The institutions should have proper rules regulations and policies or the affiliated University must ensure that their rules regulations and procedures laid down must be strictly implemented so that the faculty members should feel comfortable.
The institutions must ensure that their faculty members are attending faculty development programme at least once in a year related to their field of specialization.

It is the responsibility of the affiliating University to ensure that the faculty members are doing only teaching, research and academic administration related work rather than so many other activities which are very rampant and these are the activities which are responsible for having low commitment level, low job satisfaction and high organizational role stress.