Knowing others is wisdom; knowing the Self is enlightenment. Mastering others requires force; mastering the Self needs strength. –Lao-Tsu (ca 600 BCE), Chinese philosopher who inspired Taoism.
CHAPTER—5

Summary, Conclusions and Implications

The focal theme of the present research is to develop and standardize Tridosha and Triguna scales, which is achieved. The blend of these is also achieved by the researcher. Along with this four hypotheses are also tested and verified. In this study, information related to the Pancha Mahabhutas, Tridoshas and Trigunas was collected from various sources. Information about the Pancha Mahabhutas and Tridoshas was primarily collected from the Ayurvedic literature. The different explanations, definitions and meanings of words used in these texts were collected. The kind of traits that each of the Pancha Mahabhutas, and the Tridoshas exhibit in human population has also been collected. Their interaction and methodology of action on human population was ascertained through the texts and various discussions with the experts in the field of Ayurveda.

Information related to the Trigunas was collected from the Ayurvedic texts as a starting point. Subsequently, information about the gunas was accessed from various texts like Vedas, Upanishads, Mimamsa, Samkhya, Yoga, Maha Puranas, Upa-Puranas, Mahabharata, Bhagavad Gita, Ramayana, Yoga Vasistha, Nyaya, Vaisheshika, Nirukta, Dharma Shastras, Natya-Sastra of Bharata, Bhakti Rasamrtta Bindu of Rupa Goswamin, Kala Tattva Kosa, Manu Smriti, Elements of Hindu Iconography, etc., to name a few. While doing this the information related to the sixteen personality types as delineated in the Ayurvedic Samhitas was also collected and enumerated for the different types.

The following research questions were raised and answered in the present study. They are:

1. Is it possible to blend Tridosha and Triguna aspects to evolve a personality profile?
2. Can the personality of individuals be mapped using a grid of Tridoshas and Trigunas?
3. Is it possible to correlate Job Satisfaction of people to Tridoshas and Trigunas?
The following objectives were set and achieved in the present study:

1. To develop scales to assess Tridoshas and Trigunas.
2. To develop a grid based on Tridoshas and Trigunas in order to map individuals.
3. To study the relationship between the job satisfaction of people with Tridoshas and Trigunas.

The researcher formulated and tested four hypotheses which are as follows:

Hypothesis 1: There will be a significant correlation between Tridosha and Triguna measures.
Hypothesis 2: The Tridosha and Triguna measures will have significant correlation with job satisfaction.
Hypothesis 3: Teachers, Police and IT professionals differ significantly on Vata, Pitta and Kapha.
Hypothesis 4: Teachers, Police and IT professionals differ significantly on Sattva, Rajas and Tamas.

The researcher intended to study three different sets of adults of occupational groups covering Teachers, IT Professionals and Police Personnel of Bangalore City. Along with this another group of people from different professions other than the three already mentioned was selected so as to be able to generalize it to other vocational groups also. This covered male and female subjects.

Population and Sample:

The population consisted of Teachers from many different colleges, professionals from IT companies and personnel employed in the Police Department. Adults from different groups were drawn randomly, and this group comprised the General Adult group to compare the other three professional groups with. The tests were administered initially on a population of 2142 respondents. Following the criteria of inclusion, the number remained were 1548 respondents who comprised the sample of the study used for standardization of tests purposes.
Criteria for inclusion of the sample:

The criteria followed for the inclusion of the sampling unit were based on psychological assessment using standardized measures. The criteria used were: (1) The respondents had to be satisfied in their jobs. (2) The respondents should not be suffering from any psychiatric disorders. (3) They should not be dependent on alcohol. (4) They should not be dependent on nicotine. (5) They should have been practicing in the profession for a minimum of 5 years consecutively.

Treatment of the data: The researcher used descriptive statistics to describe the scores. Apart from this correlations and different inferential statistics were also used.

Conclusions

The conclusions are drawn based on the research questions that guided the present study.

1. Is it possible to blend Tridosha and Triguna aspects to evolve a personality profile?

The present research has been able to establish that it is possible to blend Tridosha and Triguna aspects to evolve a personality profile. The scale to assess both the Tridosha and Triguna were administered and the collected data were subjected to analyses wherein the 189 Traits were identified and each person’s scoring on each of the 189 Traits was tabulated, and described for both the physical (Tridosha) aspects as well as the psychological (Triguna) aspects of personality. Hence it is conclusively stated that the Tridosha and Triguna aspects of personality can be blended to evolve a comprehensive personality profile.

2. Can the personality of individuals be mapped using a grid of Tridoshas and Trigunas?

The grid is an interface of VPK and SRT combination which have culminated in the form of 16 CPT. Since the researcher has been able to work with three different professional groups, the 16 CPT range graphs based on the scores of the different professional categories are plotted as CPT Range Graphs. As the assessment of 16 CPT enables in identifying an individual for his/her position on CPT, it was desirable to see whether the respondent fits into any of the professions based on the 16 CPT range graphs. With that it would be possible to predict whether a given respondent would fit into a certain profession based on the standardized grid. By
verifying a respondent’s raw score profile, a respondents’ amenability for a certain profession can be seen.

In the present study, the researcher has been able to develop a grid for the three professions such as Teacher, Police and the IT Professionals. The grid for Teachers, Police and IT professionals is shown separately and its meanings are discussed. Therefore if a respondent’s scores falls in-between these two ranges of maximum and minimum, one can say that he might fit into the Teacher/ Police/ IT Professionals’ profession. Hence it is stated that the personality of individuals can be mapped using a grid of Tridoshas and Trigunas.

Though on the whole all the professional groups are apparently predominantly Sattva oriented than Rajas, within them there are variations. Teachers’ scores clearly indicates that they are predominantly Brahma, Yamya and Arsha personality types dominated. This predominance truly depicts the qualities of Teachers and hence this is very easily acceptable and understandable. The Police are predominantly Yamya, Brahma and Arsha dominated in that order. The predominance of Yamya type is indeed a quality that could be unique to Police which is justifiable more than Teachers. As regards the IT Professionals they are in the predominance as same as that of Teachers, but they are slightly less in terms of the intensity. It means that Teachers are on the top of the three Sattva gunas on which IT Professionals are slightly lesser. The Police have a slight shift in the predominance which is easily understandable.

This shows that there are characteristic differences between the three professional groups which are easily understandable and identifiable. Though the Teacher and IT groups are similar the intensity is much less in the IT group. Hence we can conclude that the three groups do differ in the dominance and combinations and also the intensity of different 16 CPT’s among themselves, which is a unique and measurable identifying factor.

3. Is it possible to correlate Job Satisfaction of people to Tridoshas and Trigunas?

The job satisfaction of people belonging to three different professions was not significantly related to Tridosha or Triguna. It means, job satisfaction and Tridosha and Triguna are disjointed variables. Or Tridosha and Triguna have nothing to do with job satisfaction.
The researcher verified four hypotheses and the following conclusions emerge from them.

**Hypothesis 1: There will be a significant correlation between Tridosha and Triguna measures.**

*Tridosha* and *Triguna* were found to be significantly correlated. *Tridosha* predominantly assesses the physical aspects while *Triguna* assesses the psychological aspects of personality. Hence this hypothesis has been tested and accepted.

**Hypothesis 2: The Tridosha and Triguna measures will have significant correlation with job satisfaction.**

The job satisfaction of people belonging to three different professions was not significantly related to *Tridosha* or *Triguna*. Both are independent of each other. Hence, this hypothesis is rejected.

**Hypothesis 3: Teachers, Police and IT professionals differ significantly on Vata, Pitta and Kapha.**

(a) All the three professional groups differ significantly from each other on VPK scores.

(b) For *Vata*, General adults’ group have the highest means score, followed by IT Professionals’, Police and lastly by Teachers. *Vata dosha* is characterized by unpredictability, erratic in all behaviour, fast and restless as also being highly creative.

(c) For *Pitta*, General adults’ group have the highest means score, followed by IT Professionals’, Teachers and lastly by Police. *Pitta dosha* is characterized by being short tempered, precise, sharp and decisive.

(d) For *Kapha*, General adults’ group have the highest means score, followed by Police, Teachers, and lastly by IT Professionals’. *Kapha dosha* is characterized by stability, predictability, slow, dedication and being thorough in all activities.

(e) Different professional groups have differed significantly on many 16 CP Types.

**Hypothesis 4: Teachers, Police and IT professionals differ significantly on Sattva, Rajas and Tamas.**

(a) All the three professional groups differ significantly from each other on SRT scores.
(b) On *Sattva guna*, Teachers have the highest mean scores, followed by Police, general adult group and last by IT professional group. *Sattva guna* is characterized by intelligence, fortitude, gentleness, truthfulness, benevolence and virtuousness.

(c) On *Rajas guna*, the general adult group has the highest mean, followed by IT group and then by Police and last by Teachers group. The characteristics for *Rajas* are energy, harsh, angry, excessive activity, strong emotions, inclining towards violence and aggression.

(d) As regards *Tamas*, the general adult group has the highest mean, followed by IT group and then by Teachers and lastly by Police group. The characteristics of *Tamas guna* are mass, heavy, obstructing, ignorance or lack of knowledge (confused), inactivity, sleep (more), generally dejected always and indecent.

(e) Different professional groups have differed significantly on many 16 CP Types. An analysis indicates that Teachers are significantly higher on *Sattva* types of personalities than the other groups.

(f) As regards the *Rajas* personality types, Police are higher than the Teacher group but lower than the other two groups. This means that the *Rajas* quality is seen to be comparatively less among the Police people while it is predominantly seen in the general adult and IT groups and to a lesser extent among Teachers. General adult group is seen to be significantly higher on *Rajas* types of personalities than Teachers, Police or IT groups.

(g) Teacher group, on all the types of *Tamas* personalities are significantly lower than the other three groups. It means that the *Tamas* quality is seen least among the Teacher group, while it is more in the general adult group.

**Implications**

Based on the conclusions of the present study, the following implications can be drawn.

1. Since a comprehensive personality profile of an individual can be obtained by combining the *Tridosha* and *Triguna* measures, a holistic and balanced picture of personality can be obtained. This can be studied on people engaged in different professions and the personality dominance of people for each profession can be obtained. This kind of
profiling shows that each profession has different personality combinations, which enables us in the understanding of the personality types of different professions.

2. Since Tridosha and Triguna measures are inherent in personality of people, it can be used to describe and categorize people irrespective of caste, creed, race and ethnicity. Hence it has a wider applicability and relevance.

3. Since the personality profile of different professions can be obtained using the same methodology, it may be useful in career guidance programs for students.

4. Since the personality profile of different professions can be obtained using the same methodology, it can be used in recruitment of people and for re-organization of existing human resources in any organization.