PREFACE

When I first thought about the idea of working on the concept of Job Involvement, there were some voices of dissent, saying that much work has already been done in this area. However, I persevered with the idea as I felt that the concept of Job Involvement has not been widely researched in the context of Life Orientation, and this could be a new angle from which to view the existing placement policies. My supervisor encouraged me in this idea and from there I embarked on this effort.

The present study is a product of my interest in the concept of utilizing of the maximum of the human resource in an industry. If a person gets to do work which is according to his interest and liking, the vocation becomes a hobby, a pleasurable exercise. Such a condition will combat occupational stress naturally. This study is divided into six chapters. Chapter 1 deals with the theoretical aspects of the dependent variable, i.e. Job Involvement. Definitions, scope, approaches, components, types, importance etc. of Job Involvement have been discussed in detail. Chapter 2 is the review of the literature, where an effort has been made to record researches done all over the world on this topic. Chapter 3 justifies the rationale behind working on
this project along with the theoretical description of the independent variables i.e. Life Orientation and Occupational Stress. The queries that came to my mind regarding this topic and the suitable hypotheses have also been identified in this chapter. Chapter 4 elaborates on the methodology while Chapter 5 presents the data analysis, results and discussion. Lastly, Chapter 6 is the summarization of the whole study.

An honest effort has been made to identify the factors which contribute to maximum involvement and effort on the part of the executives, so that they can be further exercised in facilitating Job Involvement.