Summary
Chapter-V

SUMMARY

The present research was an attempt to ascertain the influence of self efficacy, hospital climate and certain biographical variables on level of job satisfaction of doctors and paramedical staff of J.N. Medical College Hospital, Aligarh. The self efficacy hospital climate, age, sex, marital status, religion, occupation and experience are the independent variables where as the job satisfaction is a dependent variable. Keeping in view the major objectives of present research in mind various comparison groups were formed on the basis of Q₁ and Q₃ cut points and median to see the varying effect of each independent variable on level of job satisfaction. A total of 39 null hypotheses were formulated and each hypothesis was tested to meet the objectives of present research by means of t-test.

The first chapter of this thesis contains conceptual presentation of each variable under investigation including review of research studies of early researchers having direct or indirect relevance with the topic of the present research.

The Chapter two is exclusively devoted to methodology and procedural presentation of conducting research. The samples of the present study comprising doctors and paramedical staff were selected by means of purposive random sampling technique from J.N. Medical College Hospital, Aligarh. The size of the sample is 360 (190 doctors, 170 paramedical staff). The tools used to gather information were job satisfaction scale developed and standardized by the present researchers. The Personal Efficacy Scale developed and standardized by Singh and Kumari (1989) and The Hospital Climate Scale developed by C. N. Daftuar were administered individually on the respondents.

The results obtained and their interpretations are presented in Chap -III. The findings of the present research revealed that the high self efficacy group of doctors and paramedical staff scored significantly high on job satisfaction scale than those of low self efficacy group of doctors and paramedical staff and the
groups compared differed significantly from each other. When high and low hospital climate groups of doctors and paramedical staff were compared in terms of their mean job satisfaction scores, the groups were found to differ significantly from each other. The high hospital climate group scored high and low hospital climate group scored low clearly indicates that percieving the hospital climate high itself is a factor that enhances the satisfaction level of the employees working in the hospital. The effect of high self efficacy and high percieved hospital climate was found to influence on the level of job satisfaction of doctors as well as the paramedical staff in comparison to low self efficacy and low experience groups. The result also indicated that the male and female groups of doctors as well as the groups of paramedical staff did not differ with regard to their level of job satisfaction. It was also observed that the marital status did not influence the level of job satisfaction among various comparison groups of doctors including paramedical staff. When Hindu and Muslim doctors and paramedical staff were compared in terms of their mean job satisfaction scores the results revealed that the religion did not influence the satisfaction level of doctors including paramedical staff.

In Chapter IV the findings obtained were concluded and suggestions have been given regarding the shortcomings of this study and directions for future research.