Chapter – IV

Conclusion and Suggestions
CONCLUSIONS AND SUGGESTIONS

As per the necessary requirements of the present in all 30 research hypotheses were formulated and each hypothesis was statistically verified. The results obtained have already been discussed in details in the chapter – III i.e. Results and Discussions. The conclusions drawn from the results are as given as below:

- Out of ten dimensions of Role Stress only two dimensions, i.e., Role Overload and Personal Inadequacy are found significantly related to Overall Mental Health problems in the total sample of working women.
- The relationship between Inter-role Distance and Inadequacy - a dimension of Mental Health amongst working women is found to be positively significant.
- Role Stress has shown positive significant relationship with Depression in case of the total sample of working women.
- From the ten dimensions of Role Stress, only five dimensions, i.e., Role Stagnation, Role Expectation Conflict, Role Overload, Personal Inadequacy and Resource Inadequacy are found significantly related to Depression amongst working women.
- The coefficient of correlation between Personal Inadequacy - a dimension of Role Stress and Inadequacy – a dimension of Mental Health is positively significant in case of the total sample of working women.
- Working women suffering from Personal Accomplishment – one of the syndromes of Job burnout are observed to be associated positively and significantly with Anger – a dimension of Mental Health.
- Role Stress is found to be positively and significantly related with Overall Physical Health problems of Women working in metros.
- In case of the total sample of working women out of the ten dimensions of Role Stress, nine dimensions, i.e., Inter-role Distance, Role Stagnation, Role Expectation Conflict, Role Erosion, Role Overload,
Role Isolation, Self-role Distance, Role Ambiguity and Resource Inadequacy have shown positive significant relationship with the problems related to Overall Physical Health.

- Inter-role Distance, Role Erosion and Resource Inadequacy are related positively and significantly with Respiratory System – a dimension of Physical Health amongst working women.

- In the total sample of working women Role Expectation Conflict has shown positive significant relationship with Cardiovascular System – a dimension of Physical Health.

- The relationship between Role Stress and Digestive Tract – a facet of Physical Health in case of the total sample of working women is found to be positively significant.

- Role stagnation, Role Overload, Personal Inadequacy, Self-role Distance and Resource Inadequacy are related positively and significantly with Digestive Tract amongst Working Women.

- The coefficient of correlation is found positively significant between Musculoskeletal System – a facet of Physical Health and two dimensions of Role Stress, i.e., Role Overload and Self-role distance in the total sample of working women.

- In case of the total sample of working women Role Stagnation and Role Ambiguity has shown positive significant relation with Skin – a dimension of Physical Health.

- Role Stress is found to be positively and significantly related with Genitourinary System – a facet of Physical Health amongst Women working in metros.

- Out of ten dimensions of Role Stress seven dimensions, i.e., Inter-role Distance, Role Stagnation, Role Expectation Conflict, Role Erosion, Role Overload, Self-role Distance and Resource Inadequacy are found positively and significantly related to Genitourinary System in case of working women.
• The relationship between Role Stress and Fatigability – a facet of Physical Health in case of working women is found to be positively significant.

• Role Erosion and Role Overload are found positively and significantly related with Fatigability amongst Working Women.

• Inter-role Distance is related positively and significantly with Miscellaneous Diseases – a facet of Physical Health amongst working women.

• In case of working women Inter-role Distance, Role Erosion and Role Ambiguity has shown positive significant relationship with Habits – a dimension of Physical Health.

• The relationship between Type A behaviour pattern and Physical Health problems in case of working women is found positively and significantly related.

• Working women with Type A behaviour pattern has shown positive significant relation with five dimensions of Physical Health, i.e., Cardiovascular System, Genitourinary System, Frequency of Illness, Miscellaneous Diseases and Habits.

• Impatience – a dimension of Type A behaviour pattern has shown positive significant relationship with Overall Physical Health problems amongst working women.

• In case of the total sample of working women Impatience has shown positive significant relation with the six dimensions of Physical Health, i.e., Cardiovascular System, Digestive Tract, Fatigability, Frequency of Illness, Miscellaneous Diseases and Habits.

• Job Involvement – one of the dimensions of Type A behaviour pattern is found positively and significantly related with two dimensions of Physical Health, i.e., Frequency of Illness and Miscellaneous Diseases amongst working women.

• Job Involvement has shown inverse significant relationship with Digestive tract amongst working women.
• Hard driving/competitive working women are found positively and significantly related with Overall Physical Health problems.

• Hard driving/competitive has shown positive significant relationship with two facets of Physical Health, i.e., Cardiovascular System and Miscellaneous Diseases amongst working women.

• Job burnout is found to be positively and significantly related with Genitourinary System – a facet of Physical Health of Women working in metros.

• Emotional Exhaustion has shown positive significant relationship with Skin – a dimension of Physical Health in case of working women.

• The relationship between Depersonalization and Genitourinary System amongst working women is found to be positively significant.

• Personal Accomplishment is found to show positive significant relationship with two dimensions of Physical Health, i.e., Frequency of Illness and Habits amongst women working in big cities.

• Role overload has emerged as a significant predictor of Overall Mental Health problems in the total sample of working women.

• In case of the total sample of working women Inter-role distance has emerged as a significant predictor of Inadequacy – a dimension of Mental Health.

• Personal Inadequacy, Role Ambiguity and Hard driving/Competitive are found to be the significant predictors of Depression – a dimension of Mental Health amongst the total sample of working women.

• Personal Accomplishment has emerged as a significant predictor of Anger – a facet of Mental Health in case of working women.

• In the sample of Nurses, Resource Inadequacy and Role Expectation conflict is found to be the significant predictor of Inadequacy – a facet of Mental Health.

• Hard driving/Competitive – a dimension of Type A behaviour pattern is observed as a significant predictor of two dimensions of Mental Health,
i.e., Depression and Sensitivity in the sample of Nurses working in big cities hospitals.

- Personal Inadequacy experienced by Nurses has emerged as a significant predictor of Anger.

- Amongst Computer professionals Personal Inadequacy, Role Expectation Conflict, Type A behaviour pattern and Role Isolation has emerged as the significant predictor of Mental Health problems.

- Role Overload and Role Expectation Conflict has emerged as the significant predictor of Inadequacy – a facet of Mental Health in the sample of Computer professionals.

- Personal Inadequacy and Type A behaviour pattern have emerged as significant predictors of Depression amongst Computer professionals.

- Role Expectation Conflict experienced by the working group of Computer Professionals in metros has emerged significant predictor of Anxiety.

- Computer professionals are found to experience more symptoms of Depersonalization – one of the syndromes of Job burnout that has emerged as a significant predictor of Sensitivity – a facet of Mental Health.

- Role Stagnation has emerged as a significant predictor of one of the dimensions of Mental Health, viz., Tension amongst Computer professionals.

- Role Erosion and Impatience have emerged as significant predictors of Inadequacy – a dimension of Mental Health amongst Secretaries.

- Depersonalization, Emotional Exhaustion, Personal Inadequacy and Role Ambiguity are found to emerge as significant predictors of Tension – a dimension of Mental Health in case of Secretaries.

- Personal Accomplishment – one of the syndromes of Job burnout as experienced by Secretaries is found a significant predictor of Anger.
When three groups are compared with regard to their Mental Health problems the result yielded that the Computer Professionals showed greater symptoms as compared to other samples, followed by Secretaries. The Nurses has shown least symptoms of Physical Health.

In case of the total sample of working women Impatience, Self-role Distance and Inter-role Distance have emerged as significant predictors of Overall Physical Health.

The group of Working women who experienced Inter-role Distance, Role Stagnation and Resource Inadequacy has found to show more problems relating to the Respiratory System – a facet of Physical Health.

The Role Expectation Conflict and Type A behaviour pattern have emerged as significant predictors of Cardiovascular System – a facet of Physical Health amongst working women.

In case of the total sample of working women Impatience, Type A behaviour pattern, Self-role Distance and Emotional Exhaustion are found to emerge as significant predictors of Digestive Tract – a facet of Physical Health.

Role overload experienced by the working group of women in metros has emerged significant predictor of Musculoskeletal System and Fatigability – the dimensions of Physical Health.

Skin – a facet of Physical Health is predicted significantly by two dimensions of Job burnout, i.e., Emotional Exhaustion and Depersonalization and also by three dimensions of Role Stress, i.e., Personal Inadequacy, Role Stagnation and Role Ambiguity amongst working group of women.

Depersonalization has emerged as a significant predictor of Genitourinary System – a dimension of Physical Health in working women.
• Role Ambiguity has emerged as a significant predictor of Miscellaneous Diseases – a dimension of Physical Health in working women.

• Working women with Type A behaviour pattern are more prone to develop the symptoms of Cardiovascular System, Genitourinary System, Miscellaneous Diseases and Frequency of Illness.

• Role Ambiguity, Resource Inadequacy, Impatience and Personal Accomplishment have emerged as significant predictors of Habits in working women.

• Inter-role Distance as experienced by Nurses emerged the significant predictor of Overall Physical Health and its two dimensions, i.e., Respiratory System and Skin – the facets of Physical Health.

• Personal Inadequacy has emerged as the significant predictor of Digestive Tract and Habits – the facet of Physical Health amongst Nurses.

• Nurses with Type A behaviour pattern are found more susceptible to develop the symptoms of Genitourinary System, Frequency of Illness and Miscellaneous Diseases.

• Role Erosion has emerged as a significant predictor of Genitourinary System – a dimension of Physical Health amongst the Nurses.

• Nurses are found to suffer from Role Overload and Self-role Distance, which emerged as the significant predictors of Fatigability.

• Personal Inadequacy, Type A behaviour pattern and Emotional Exhaustion have emerged as the significant predictors of Physical Health amongst Computer Professionals.

• Computer Professionals with Type A behaviour pattern are more susceptible to develop the symptoms of Respiratory System and Cardiovascular System.
• Resource Inadequacy has emerged as a significant predictor of Cardiovascular System – one of the facets of Physical Health amongst Computer Professionals.

• Personal Inadequacy, Role Erosion and Depersonalization have emerged as the significant predictors of Digestive Tract in Computer Professionals.

• Computer Professionals with Impatience – a component of Type A behaviour pattern are more prone to develop the symptoms of Digestive Tract, Skin and Habits - the facets of Physical Health.

• Job Involvement – a dimension of Type A behaviour pattern has emerged as significant predictor of three dimensions of Physical Health, viz., Digestive Tract, Nervous System and Genitourinary System amongst Computer Professionals.

• In the group of Computer Professionals Role Stress has emerged as a significant predictor of Musculoskeletal System.

• Emotional Exhaustion is found to emerge as a significant predictor of Skin in Computer Professionals.

• Role Overload experienced by Computer Professionals has emerged as a significant predictor of Fatigability.

• Role Ambiguity has emerged as a significant predictor of Habits amongst Computer Professionals.

• In the group of Secretaries the two dimensions of Role Stress, i.e., Personal Inadequacy and Self-role Distance have emerged as the significant predictors of Overall Physical Health.

• Role Isolation has emerged as a significant predictor of the two facets of Physical Health, viz., Eyes and Ears; and Musculoskeletal System amongst Secretaries.

• Secretaries having the feeling of Role Erosion has emerged as significant predictor of the three dimensions of Physical Health, i.e., Digestive Tract, Skin and Frequency of Illness.
• Role Stagnation is found to emerge as a significant predictor of Respiratory System amongst Secretaries working in metros.
• Personal Inadequacy and Inter-role Distance have emerged as the significant predictors of Skin amongst Secretaries.
• Secretaries having the feeling of Self-role Distance has emerged as significant predictor of the two dimensions of Physical Health, i.e., Nervous System and Miscellaneous Diseases.
• Secretaries with Impatience – a dimension of Type A behaviour pattern are more susceptible to develop the symptoms of Cardiovascular System and Miscellaneous Diseases - the facets of Physical Health.
• Job Involvement – a dimension of Type A behaviour pattern has emerged as a significant predictor of Miscellaneous Diseases amongst Secretaries.
• In Secretaries Depersonalization – a syndrome of Job burnout has emerged as a significant predictor of Digestive Tract.
• Personal Accomplishment – a dimension of Job burnout has emerged as a significant predictor of two dimensions of Physical Health, i.e., Frequency of Illness and Habits amongst Secretaries.
• The secretaries showed relatively more symptoms of Physical Health problems followed by Computer Professionals and the Nurses have shown least symptoms of Physical Health problems.

SUGGESTIONS

The studies related to Research in any discipline may be theoretical or of empirical nature. A research investigator is always optimistic despite facing problems during the pursuit of research work makes all possible efforts ceaselessly to arrive at some meaningful conclusion. Since research is an unending process so it can never be free from criticism. Any type of research, particularly in behavioural science requires objectivity, accuracy and use of scientific procedures. Despite having taken various precautions it is undoubtedly a big challenge for an investigator to achieve a perfect work
because many things remain unexplored owing to various constraints such as paucity of time, lack of availability of adequate resources, lack of full cooperation from the management of the organizations chosen with an intention of performing such studies and not the least -- financial constraints.

With whatsoever are the obtained results of this type of studies it does not mean that it is an end or put a blocks on various available aspects towards any of the future researches. Keeping in view the requirement of a scientific research the present investigator has made all possible attempts and the best of abilities and efforts to cover various available aspects of this research work but after completion it is realized that this is not the end rather it opens new avenues of research attempt to provide various new directions and topics for the upcoming future researchers.

Although every research scholar attempts out of enthusiasm and determination to cover various aspects of research into its domain but due to various unavoidable constraints the scope of research work is to be kept limited keeping in mind the time frame of completion and the availability of resources.

Although this study has been carried out on working women taking samples from the three different groups – nurses, secretaries and computer professionals, all the parameters covered in this study can also be analyzed on various other samples of working women such as airhostesses, defense service, police women, medical practitioners, call centre executives, hotel staff, engineers, shop and counter sales girls or any other area which employs women in the work force. Such varied studies might also reveal newer and more interesting results which may later on be utilized to evolve various welfare strategies in order to deal with the health related problems of employees concerning to their physical and mental health.

It is true that and employee’s health plays a vital role in effective functioning of the organization, so it becomes imperative for employers to take care of their employee’s health related problems both mental and physical by adopting suitable ways and means. It needs to mention that mental health
problem is now considered more serious because it is difficult to cure them but by giving suitable interventions can be alleviated, if remain unchecked then at a moment its treatment will take long time and in some cases the person may need hospitalization. In case the mental health problems becomes severe would have its ill-effect on maintaining healthy interpersonal relations in the family as well as on work and society thus disturb the whole environment. Therefore, it is necessary to evolve possible prevention programs inorder to mitigate the problems relating to mental health of employees through educational program to increase employer’s awareness on mental health issues and its consequences, establishment of employee assistance programs, provision of counseling and early rehabilitation strategies.

To safeguard working employees with typical Type A behaviour some preventive measures are to be taken by the management to put them at ease so that they do not become victims of health hazards as at an early stage of life. It becomes difficult to change the personality of a person. However by setting guidelines on task related division of work such as time management policies, imposition of strict deadlines for completion of tasks and flexible working hours for certain types of jobs to be considered by the management of the organization, health risk of such employees may be reduced. In this way employees with Type A personality can be put to ease from overworking themselves, and to encourage employees to reduce the dysfunctional aspects of their Type A personality by taking out some time for themselves to refresh such as relax at weekends or have a refreshing vacation. Also discussion about themselves with people close to them is a good way of letting out their feelings.

Much more information can be gathered from present study such as study of various other variables like social support, job satisfaction variables and demographic factors such as Age, Marital Status, Experience and Education of the women employees to see their varied effects on the samples drawn from the organizations as cited above.