Chapter – IV

Conclusion and Suggestions
CONCLUSION AND SUGGESTIONS

Conclusion:

The finding of the present study leads to the following conclusions.

- The senior and middle level executive were found to differ significantly on centrality a dimension of role efficacy.

- Senior level executive shows greater degree of role efficacy than middle level executive on integration dimension.

- On proactivity one of the dimension of role efficacy it was found that both the executives differ significantly.

- Senior level executives scored high in comparison to middle level executives on creativity a dimension of self.

- On inter-role linkage a dimension of role efficacy it was found that senior level executive scored high in terms of mean score in comparison to middle level executive.

- On the dimension of helping relation both the groups were found to differ significantly.
• Senior level executives were found significantly high on superordination, a dimension of role efficacy when compared their mean score with middle level executives.

• When mean score of senior and middle level executives were compared on influence dimension it was observed that the two groups were found to differ significantly.

• As far as Growth is concerned, it is clear that senior level executives scored significantly high on this score in comparison to middle level executives.

• The senior and middle level executives did not differ on one of the dimension of self i.e. confrontation.

• When high and low efficacy groups were of senior as well as middle level executives were compared on hardworking, a dimension of self in terms of three types of discrepancies it was observed that the two groups were found to differ significantly.

• High and low efficacy groups of senior and middle level executives when compared on sociable dimension, they were found to differ significantly, on three types of discrepancies.
Senior and middle level executives in terms of high and low efficacy group on practical aspect, a dimension of self were found to differ significantly.

On the dimension of Job Knowledge, senior as well as middle level executives found to differ significantly on three types of discrepancies.

The difference between high and low efficacy of senior and middle level executives were found statistically significant on leadership dimension, in terms of discrepancy.

The two groups of high and low efficacy of senior and middle level executives were found to differ significantly on the discipline a dimension of self.

It was observed that on the hardworking a dimension of self, there is maximum agreement between high efficacy and low efficacy groups of both senior and middle level executives and the values are insignificant in both the groups.

On the leadership, a dimension of self, it was observed that there is greater agreement between high and low efficacy group of senior level executives and values are found insignificant.
• Senior level executives shows maximum agreement on sociable and discipline dimension. When compared on high and low efficacy group and the values were found insignificant.

• The agreement of high and low efficacy group of senior level executives on dimension of Job-knowledge was found not much on higher side and statistically values were insignificant.

• The value was found insignificant on the practical dimension of self between high and low efficacy group of senior level executives reveals that degree of agreement was lesser than that of other dimension.

• Middle level executives rated high on the practical aspect a dimension of self and showed greater degree of agreement.

• Discipline one of the dimension of self concept showed agreement on higher side between high and low efficacy groups of middle level executive and values were found statistically insignificant.

• Leadership emerged as the fourth agreeable dimension of self between high and low efficacy groups of middle level executive.
• Sociable, a dimension of self shows insignificant values between high and low efficacy groups of middle level executives and the agreement between them was on lesser side.

• The agreement on Job Knowledge was on lesser degree between high and low efficacy group of middle level executives and values were found insignificant.

Suggestions:

Research in any discipline may be theoretical or of imperial nature. A Researcher is always optimistic, despite facing numerous difficulties during the pursuit of research work makes ceaseless effort in completing his work to arrive at some meaningful conclusion, since research is a continuous and unending process so it cannot be free from criticism because it is a well accepted fact that no research in any discipline is all conclusive it rather paves the way of exploration on the subject, in this perspective research is the continuous endeaveour in probing the changing nature of thoughts, perceptions and behavior.

Despite taking care by the investigator many things remain unexplored because of various unavoidable constraints. The present research too has pros and cons, it means what ever the findings are obtained is not an end rather it opens new avenues for future researchers, this study was conducted on senior and middle level
executives and findings obtained are quite meaningful but it has also certain limitation, all the parameter covered in this study can also be analyzed on various other samples, the presenting different categories of employees working in various sectors like, health, education, defense, police, hotel staff, railway employees, such varied studies might also reveal some new and interesting results which might be more informative, so far as the studies of one's self and role efficacy of the employees are concerned.