CHAPTER- V
CONCLUSIONS, SUGGESTIONS
AND LIMITATIONS
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1. Conclusions
2. Suggestions
3. Limitations
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1. Conclusions:
   
   The following conclusions were emerged:

1. Married working women significantly differ on score of mental health as compared to unmarried working women. Married working women have shown good mental health.

2. Private sector and public sector working women do not differ significantly on mental health score.

3. Rural working women significantly differ on score of mental health as compared to urban working women. Urban working women have shown poor mental health.

4. Marital status and organization do not interact significantly on mental health score.

5. Marital status and habitation significantly each other on mental health score. Unmarried rural working women have shown poor mental health.

6. Organization and habitation do not interact significantly on mental health score.

7. Marital status, organization, and habitation do not interact significantly on mental health score.

8. Married working women are do not differ significantly on cohesiveness as compared to unmarried working women.

9. Private sector working women are significantly differ as compared to public sector working women on cohesiveness. Private sector working women are found to be more cohesive.

10. Rural working women are significantly differ as compared to urban working women cohesiveness. Rural working women's found to be more cohesive.

11. Marital status and organization do not interact each other.

12. Organization and habitation do not interact each other.

13. Marital status X Organization X Habitation do not interact each other on cohesiveness.

14. Married working women do not differ on expressiveness score as compared to unmarried working women.
15. Private sector working women differ significantly on expressiveness score as compared to public sector working women. Public sector working women found to be more expressive.

16. Rural working women do not differ significantly on expressiveness score as compared to urban working women.

17. Marital status and organization do not interact each other.

18. Marital status and habitat do not interact each other.

19. Organization and habitat do not interact each other on expressiveness score.

20. Marital status organization and habitat do not interact each other.

21. Married working women do not differ on conflict dimension as compared to unmarried working women.

22. Private sector working women significantly differ on conflict score as compared to public sector working women. Family of private sector working women openly express anger, aggression and conflictually interact each other.

23. Rural working women do not differ significantly on conflict score as compared to urban working women.

24. Marital status and organization do not interact each other.

25. Marital status habitat do not interact each other on conflict score.

26. Organization x habitat do not interact each other.

27. Marital status x organization x habitat do not interact each other.

28. Married working women are do not differ significantly on independence score as compared to unmarried working women.

29. Private sector working women do not differ significantly on independence score as compared to public sector working women.

30. Rural working women significantly differ as compared to urban working women. Rural working women found to be more independent than urban working women.

31. Marital status and organization do not interact each other.

32. Marital status and habitat do not interact each other.

33. Organization and habitat do not interact each other.

34. Marital status x organization x habitat do not interact each other.

35. Married working women do not differ significantly on achievement orientation
score as compared to unmarried working women.

36. Private sector working women do not differ on achievement orientation score as compared to public sector working women.

37. Rural working women do not differ or achievement orientation score as compared to urban working women.

38. Marital status and organization do not interact each other.

39. Marital status and organization do not interact each other.

40. Score of private sector rural working women.

41. Marital status x organization and habitate do not interact on achievement orientation score.

42. Married working women do not differ on intellectual-cultural orientation score as compared to unmarried working women.

43. Private sector working women do not differ on intellectual cultural orientation score as compared to public sector working women.

44. Rural working women do not differ on intellectual cultural orientation score as compared to urban working women.

45. Marital status and organization significantly interact each other.

46. Marital status and habitate do not interact each other.

47. Organization and habitate do not interact each other on intellectual cultural orientation.

48. Marital status organization and habitate do not interact each other on intellectual cultural orientation.

49. Married working women do not differ significantly on active recreational orientation as compared to unmarried women.

50. Private sector working women do not differ significantly on active recreational orientation as compared to public sector working women.

51. Rural working women do not differ significantly on active recreational orientation score as compared to urban working women.

52. Marital status and organization do not interact each other on active recreational score.

53. Marital status and habitate significantly interact each other on active recreational
orientation. Married working women get high-score on active recreativity.

54. Organization and habitate do not interact each other on active recreational orientation score.

55. Marital status organization and habitate do not interact each other.

56. Married working women do not differ on organization score as compared to unmarried working women.

57. Private sector working women do not differ on organization score as compared to public sector working women.

58. Rural working women significantly differ on organization score as compared to urban working women. Rural working women have shown better organized family.

59. Marital status and organization do not interact each other on organization score.

60. Marital status and habitate do not interact each other.

61. Marital status and habitate do not interact each other on organization score.

62. Marital status x organization x habitate do not interact each other on organization score.

63. Married working women do not differ on conflict score as compared to unmarried working women.

64. Private sector working women do not differ on conflict score as compared to public sector working women.

65. Rural working women do not differ significant on control score as compared to urban working women.

66. Marital status x organization do not interact each other on control.

67. Marital status and habitate do not interact each other.

68. Organization x habitate do not interact each other. On control score.

69. Marital status organization and habitate do not interact each other on control score.

70. Private sector working women differ significantly on involvement dimension as compared to public sector working women. Private sector working women are found to be more concerned and commited to their job by getting high score.

71. Urban working women differ significantly on involvement dimension as compared to rural sector working women. Urban working women are found to
be more concerned and committed to their job by getting high score.

72. Organization and Habitate significantly interact each other on involvement score.

73. Private sector working women do not differ significantly on peer cohesion score as compared to public sector working women.

74. Rural working women differ significantly on peer cohesion score as compared to urban working women. Urban working women found to have more friendly and supportive to their peers.

75. Organization and Habitate significantly interact each other on peer cohesion score.

76. Private sector working women differ significantly on staff support score as compared to public sector working women. Private sector working women have good staff support.

77. Rural working women differ significantly on staff support score as compared to urban working women. Urban working women found to have more staff support.

78. Organization and Habitate do not interact each other on staff support score.

79. Private sector working women differ significantly on autonomy score as compared to public sector working women. Private sector working women found to be more autonomy.

80. Rural working women do not differ significantly on autonomy score as compared to urban working women.

81. Organization and Habitate significantly interact each other on autonomy score.

82. Private sector working women do not differ significantly on task orientation score as compared to public sector working women.

83. Rural working women significantly differ on task orientation score as compared to urban working women. Urban working women have found to be more task oriented.

84. Organization and Habitate significantly interact each other on task orientation score.

85. Private sector working women do not differ significantly on work pressure score as compared to public sector working women.

86. Rural working women differ significantly on work pressure score as compared to
urban working women. Urban working women have more work pressure.

87. Organizational and Habitat significantly interact each other on work pressure score.

88. Private sector working women do not differ significantly on clarity score as compared to public sector working women.

89. Rural working women differ significantly on clarity score as compared to urban working women. Urban working have shown more clarity.

90. Organization and Habitat do not interact significantly each other on clarity.

91. Private sector working women differ significantly on control score as compared to public sector working women. Private sector management keep workers under control.

92. Rural working women differ significantly on control score as compared to urban working women. Urban management keep workers under control.

93. Organization and Habitat significantly interact each other.

94. Private sector working women do not differ significantly on innovation score as compared to public sector working women.

95. Rural working women do not differ significantly on innovation score as compared to urban working women.

96. Organization and Habitat do not interact each other on innovation score.

97. Private sector working women do not differ significantly on physical comfort score as compared to public sector working women.

98. Rural working women do not differ significantly on physical comfort score as compared to urban working women.

99. Organization and Habitat do not interact each other on physical comfort score.

100. Significant correlation have been found between mental health and family environment sub-scale i.e., cohesion, expressiveness, independency, intellectual-cultural orientation, active recreational orientation, moral religious and organization among married private sector rural working women.

101. Significant correlation have been found between mental health and family environment sub-scale i.e., cohesion, expressiveness, independency, intellectual-cultural orientation, moral religious and organization among married private
102. Significant correlation have been found between mental health and family environment sub-scale i.e., cohesion, expressiveness, independency, intellectual-cultural orientation, moral religious and organization among married public sector rural working women.

103. Significant correlation have been found between mental health and family environment sub-scale i.e., cohesion, expressiveness, independency, intellectual-cultural orientation, moral religious and organization among married public sector urban working women.

104. Significant correlation have been found between mental health and family environment sub-scale i.e., expressiveness, conflict, intellectual-cultural orientation, moral religious and organization, control among unmarried private sector rural working women.

105. Significant correlation have been found between mental health and family environment sub-scale i.e., expressiveness, conflict, achievement-orientation, intellectual-cultural orientation, moral religious and organization, control among unmarried private sector urban working women.

106. Significant correlation have been found between mental health and family environment sub-scale i.e., expressiveness, conflict, achievement-orientation, intellectual-cultural orientation, moral religious and organization, control among unmarried public sector rural working women.

107. Significant correlation have been found between mental health and family environment sub-scale i.e., expressiveness, conflict, achievement-orientation, intellectual-cultural orientation, moral religious and organization, control among unmarried public sector urban working women.

2. Suggestions:
   Keeping in view of the study following suggestions are proposed.

1. Effect of socio-economic status of the working women on their mental health, family environment and work environment would throw additional light.

2. Cross cultural and comparative studies on mental health, family environment and
work environment with different type of factor like income level, religion, type of family number of family members and education could be a challenging area for future research.

3. Mental health, family environment and work environment of different type of occupation of working women need to be studied.

4. A variable like job security, type of work, facilities provided by the organization, exploitation problem etc. can be studied. Mental health of working women's family members can be studied.

5. Mental health and educational achievement of working women’s children can be studied.

6. Mental health and marital satisfaction of working women’s spouse seem to be studied.

3. Limitations:

1. The sample size of each sub-group or cell was very small (N=30) so that the findings of this study can not be generalized on a large population.

2. The religious and educational factors have not studied in the present investigation.

3. Type of vocation and type of work of the subjects have not included in the present study.

4. The present research work was time bounded work, so it was conducted in limited area of Gujarat state only.

5. To reach conclusive decisions, the study may be reported with a few more aspects.

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