CHAPTER X
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SUMMARY

The central concern of the present investigation is to explore the relationship between personality factors, job-and family-involvement in job-and marital-satisfaction. The researchers in this field have amply recognized mutual influences between the spheres of job and family. A considerable amount of empirical research has been published about microlevel linkages between job and family since 1960. Most of the researchers have identified unidimensional effect of job variables on family life. A few studies have examined the influence of family variables on job.

Behavioural shift between employment and household responsibilities of the individuals has generated considerable interest of the social scientists in the research on multiple roles. Both progressive and conservative critics lament about change in commitment to the family and love relationship because of multiple role performance. Examining commitment as it applies to job and family brings an original perspective to research on job-family interface. Much of the research from job-family interface perspective has focused on 'work-family conflict', 'work and non-work stressors' and 'interaction of work and family as a social problem'. These researchers have confirmed that family and work domains have mutually constraining effects on each other. These researchers have studied contextually-determined roles or behaviours. The conceptualization, which guided these research has neglected the individual level dynamics that link work and family systems. The efforts to identify the dynamics of job and family life have acknowledged the importance of personality, social relationships and subjective attachment to job and family for job and marital satisfaction.

Most of the adults are primarily involved in job and family life, and they expect to be satisfied in their job and family domains. Job is the resource to satisfy the family needs of the adults and
Family is the source for development of the individuals in job life and society. Family and job life of the individuals are supportive to each other to promote satisfaction in the life process of the individuals.

Involvement and satisfaction of the individuals in job and family life are the functions of perceived potentiality of job and family contexts for satisfying the job and family needs of the individuals. Psychologists consider that involvement and satisfaction share a common source of perceived potentiality of the contexts. Individuals difference in the perceived potentiality of the contexts is the result of their personality. The factors of personality have mediating effect on involvement and satisfaction of the individuals in their family and job life.

Therefore, it is assumed that job-and family-involvement are interrelated and, they have individual and combined influence on job- and marital-satisfaction; and also, the factors of personality have mediating influence on job-and family-involvement as also on job-and marital-satisfaction. Hence, the present investigation makes an attempt to assess the role of personality, job-and family-involvement in job-and marital-satisfaction from correlational and interactional prespective.

Job-involvement and family-involvement are two independent variables, the Big-Five factors of personality - such as surgency, agreeableness, conscientiousness, emotional stability and intellect - are mediating variables, and job-satisfaction and marital-satisfaction are dependent variables. These variables are measured by 1) Job-involvement scale, 2) Family-involvement scale, 3) The scales of the Big-Five factors of personality, 4) Job-satisfaction scale and 5) Marital-satisfaction scale.

To test the hypotheses of present investigation, 500 teachers of the degree colleges were selected as sample - the selection of the sample was confined to permanent male teachers having at least 5 years of marital life and teaching experience, not employed wife and not less than one child; out of 500, 349 subjects had given responses to all the items of the five scales; then the data were subjected to correlational, multiple regressional and step-wise multiple regressional analyses.
The results of the present investigation reveal that the psychological identification with job has the primary and intrinsic positive relationship with job-satisfaction. Similarly, the psychological identification with family has the primary and intrinsic positive relationship with marital-satisfaction.

Further, the higher level of psychological identification with job leads to higher degree of marital-satisfaction and job-satisfaction, but the lower level of psychological identification with job mediates for inverse relationship between job-involvement and marital-satisfaction. Furthermore, the results revealed that the lower level of psychological identification with family mediates for a greater extent of inverse relationship between family-involvement and job-satisfaction. The more interesting finding is that the psychological identification with job and family reciprocate and contribute interactionally for a greater level of job-and marital-satisfaction.

With respect to the relationship between each of the Big-Five factors of personality and job-satisfaction, the results of the present study reveal that emotional stability and surgency factor of personality have significant positive relationship, while intellect and agreeableness factors have non-significant positive relation as against conscientiousness factor which only has non-significant negative relationship with the job-satisfaction. Further, an in-depth analysis reveals that the high level of surgency and low level of agreeableness factors of personality are negatively related to job-satisfaction, and the high level of emotional stability, high level of agreeableness and low level of intellect are positively related to the job-satisfaction.

With respect to the relationship between each of the Big-Five factors of personality and marital-satisfaction, the results of the present investigation reveal that intellect, agreeableness, surgency and emotional stability factors of personality have significant positive relationship with marital-satisfaction, but conscientiousness has non-significant negative relationship with marital-satisfaction. Further, an in-depth analysis reveals that high level of surgency, low level of conscientiousness and, low and high level of intellect mediate for higher level of marital-satisfaction.
With respect to the role of personality and involvement, the results are in line with the argument of interactional effect that the combined influence of involvement and personality promote for higher level of satisfaction. The results confirmed that each of the Big-Five factors of personality mediated for a higher degree of psychological identification of job and family to cause a higher level of job-and marital-satisfaction. The interactional results of this investigation reveal some interesting findings, with respect to job-satisfaction, that job-involvement, emotional stability, intellect and family-involvement variables are dominant contributors, whereas surgency, agreeableness and conscientiousness variables are less effective contributors to job-satisfaction; and, with respect to marital-satisfaction: intellect, family-involvement, agreeableness and conscientiousness variables are dominant contributors; whereas surgency, job-involvement and emotional stability variables are supportive and non-significant contributors to marital-satisfaction.

CONCLUSIONS

The detailed analysis of the results has led to the following conclusions.

I. The role of job-involvement

1. In general, irrespective of the lower or higher level of job-involvement, the involvement in job causes job-satisfaction.

2. Job-involvement and family-involvement are interrelated. They reciprocate each other and contribute interactionally to develop job- and marital-satisfaction.

3. Job-involvement and each of the Big-Five factors of personality support each other in promoting higher level of job-satisfaction.

4. Job-involvement is a dominant predictor and contributor to job-satisfaction.

5. Job-involvement and marital-satisfaction are highly interrelated. The lower level of job-involvement mediates for negative relationship between job-involvement and marital-satisfaction; whereas the higher level of job-involvement mediates for positive relationship between job-involvement and marital-satisfaction.
II. The role of family-involvement
1. In general, irrespective of the lower or higher level of family-involvement, the involvement in family causes marital-satisfaction.
2. 'Family-involvement' and each of the Big-Five factors of personality reciprocate each other in promoting higher level of marital-satisfaction.
3. 'Family-involvement' is dominant predictor and contributor to marital-satisfaction.
4. 'Family-involvement' is a significant predictor of 'job-satisfaction' and it's contribution to job-satisfaction dominates only in the presence of high level of job-involvement, 'emotional stability' and 'intellect'.

III. The role of surgency factor of personality
1. 'Surgency' has significant relationship with 'job-satisfaction'
2. The higher level of 'surgency' factor of personality mediates for a greater level of negative relationship between surgency and job-satisfaction than the lower level of surgency factor of personality.
3. 'Surgency' mediates with job-involvement in contributing to the higher level of job-satisfaction.
4. 'Surgency' is a significant predictor and contributor to job-satisfaction in the absence of other factors of personality; contrarily, its dominance becomes non-significant in the presence of other factors of personality in promoting job-satisfaction.
5. 'Surgency' has significant positive relationship with marital-satisfaction.
6. The higher level of surgency factor of personality mediates for greater positive relationship between surgency and marital-satisfaction.
7. 'Surgency' mediates with family-involvement in developing higher level of marital-satisfaction.
8. 'Surgency' dominates in its contribution to marital-satisfaction while interacting with job-involvement, family-involvement, conscientiousness and emotional stability;
but its dominance subsides while interacting with intellect in contributing to marital-satisfaction.

IV. The role of agreeableness factor of personality

1. Agreeableness has non-significant positive relationship with job-satisfaction.
2. Agreeableness mediates with job-involvement for developing higher level of job-satisfaction.
3. The lower level of agreeableness factor of personality is instrumental for the negative relationship between agreeableness and job-satisfaction; whereas the higher level of agreeableness factor of personality is instrumental for positive relationship between agreeableness and job-satisfaction.
4. Agreeableness becomes non-significant in its contribution to job-satisfaction in the presence of other factors of personality.
5. Agreeableness has significant positive relationship with marital-satisfaction.
6. Agreeableness and family-involvement reciprocate each other and contribute to higher level of marital-satisfaction.
7. Agreeableness is a dominant predictor and contributor to marital-satisfaction.

V. The role of conscientiousness factor of personality

1. Conscientiousness has non-significant negative relationship with job-satisfaction; but conscientiousness mediates with job-involvement for developing higher level of job-satisfaction.
2. Further, conscientiousness becomes dominant contributor to job-satisfaction in the presence of emotional stability and intellect.
3. Conscientiousness has non-significant negative relationship with marital-satisfaction.
4. But conscientiousness becomes dominant predictor and contributor to marital-satisfaction in the presence of intellect, family-involvement and agreeableness variables only.
VI. The role of emotional stability factor of personality

1. Emotional stability has significant positive relationship with job-satisfaction.
2. The higher level of emotional stability of personality mediates for a significantly greater level of positive relationship between emotional stability and job-satisfaction than the lower level of emotional stability of personality.
3. Emotional stability and job-involvement reciprocate each other and contribute towards higher level of job-satisfaction.
4. Emotional stability is a significant contributor and predictor of job-satisfaction.
5. Emotional stability has positive and significant relationship with marital-satisfaction.
6. Emotional stability and family-involvement reciprocate each other and contribute to higher level of marital-satisfaction.
7. Emotional stability becomes non-significant in its contribution to marital-satisfaction in the presence of job-involvement, surgency, agreeableness, conscientiousness and intellect.

VII. The role of intellect factor of personality

1. Intellect has non-significant positive relationship with job-satisfaction, but it mediates with job-involvement for higher level of job-satisfaction.
2. The lower level of factor of intellect of personality mediates for a greater level of positive relationship between intellect and job-satisfaction.
3. Intellect is dominant predictor of job-satisfaction.
4. Intellect has positive and significant relationship with marital-satisfaction.
5. Intellect and family-involvement reciprocate each other and contribute for higher level of marital-satisfaction.
6. Both the lower and higher level of intellect mediate for positive relationship between intellect and marital-satisfaction.
7. Intellect is a prime predictor and contributor of marital-satisfaction.
SUGGESTIONS FOR FURTHER RESEARCH

1. The problem of interface between job-and family-involvement needs to be extended and explained vis-a-vis the globalization process.

2. The role of factors of conscientiousness and agreeableness interactionally towards each other and together in relation to job-and marital-satisfaction needs to be explained further.

3. The problem of interface between job and family may be studied with dual-earners as the subjects.

4. The problem of interface between job and family may be explored with female subjects.

5. The problem of interface between job and family may be explored with subject of different professions with variation in life stage of the subjects.

6. The problem of interface between job and family may be explored with reference to interaction between patterns of involvement and levels of personality factors in relation to satisfaction.

7. The problem of interface between job and family may be explored in the framework of cross-cultural studies.