## CONTENTS

- List of Tables xiv-xvi
- List of Figures xvii
- List of Appendices xviii
- Abstract xix-xxii

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>INTRODUCTION</td>
<td>1-41</td>
</tr>
<tr>
<td>1.1</td>
<td>Work Motivation</td>
<td>2</td>
</tr>
<tr>
<td>1.1.1</td>
<td>Meaning and Definitions of Work Motivation</td>
<td>2</td>
</tr>
<tr>
<td>1.1.2</td>
<td>Psychological Factor of Work Motivation</td>
<td>3</td>
</tr>
<tr>
<td>1.1.3</td>
<td>Element of Work Motivation</td>
<td>4</td>
</tr>
<tr>
<td>1.1.4</td>
<td>Work Motivation Models</td>
<td>5</td>
</tr>
<tr>
<td>1.1.5</td>
<td>Core Theoretical Perspective on Work Motivation</td>
<td>6</td>
</tr>
<tr>
<td>1.1.6</td>
<td>Self Determination Theory</td>
<td>10</td>
</tr>
<tr>
<td>1.1.7</td>
<td>Content Theories of Work Motivation</td>
<td>11</td>
</tr>
<tr>
<td>1.1.8</td>
<td>Strategies to Increase the Work Motivation</td>
<td>11</td>
</tr>
<tr>
<td>1.1.9</td>
<td>Measures of Work Motivation</td>
<td>13</td>
</tr>
<tr>
<td>1.2</td>
<td>Self-Efficacy</td>
<td>14</td>
</tr>
<tr>
<td>1.2.1</td>
<td>Meaning and Definitions of Self-Efficacy</td>
<td>15</td>
</tr>
<tr>
<td>1.2.2</td>
<td>Sources of Self-Efficacy</td>
<td>16</td>
</tr>
<tr>
<td>1.2.3</td>
<td>Theoretical Approaches on Self-Efficacy</td>
<td>18</td>
</tr>
<tr>
<td>1.2.4</td>
<td>Impact of Self-Efficacy Affects Human Function</td>
<td>20</td>
</tr>
<tr>
<td>1.2.5</td>
<td>Measures of Self-Efficacy</td>
<td>22</td>
</tr>
<tr>
<td>1.3</td>
<td>Occupational Stress</td>
<td>23</td>
</tr>
<tr>
<td>1.3.1</td>
<td>Meaning and Definitions of Occupational Stress</td>
<td>24</td>
</tr>
<tr>
<td>1.3.2</td>
<td>Sources of Occupational Stress</td>
<td>24</td>
</tr>
<tr>
<td>1.3.3</td>
<td>Effects of Occupational Stress</td>
<td>25</td>
</tr>
</tbody>
</table>
1.3.4 Occupational Stress and Health
1.3.5 Measures of Occupational Stress
1.4 Psychological Well-Being
1.4.1 Meaning and Definitions of Psychological Well-Being
1.4.2 Strategies of Psychological Well-Being
1.4.3 Personality Traits and Psychological Well-Being
1.4.4 Well-Being and Creative Organizational Climate
1.4.5 Well-Being, Work Resources and Workload
1.4.6 Organizational Commitment and Well-Being
1.4.7 Self Esteem and Well-Being
1.4.8 Promoting Health and Well-Being.
1.4.9 Measures of Psychological Well-Being

2 REVIEW OF RELATED LITERATURE 42-69
2.1 Studies on Work Motivation
2.1.1 Work Motivation in Different Occupational Groups
2.1.2 Work Motivation Related Personal and Job Factors
2.1.3 Work Motivation Related to Self-Efficacy and Well-Being
2.2 Studies on Self-Efficacy
2.2.1 Self-Efficacy Among the Different Occupational Groups
2.2.2 Self-Efficacy and Well-Being
2.2.3 Correlates of Self-Efficacy
2.2.4 Gender Difference and Self-Efficacy
2.3 Studies on Occupational Stress
2.3.1 Occupational stress Among Various Professional Groups
2.3.2 Occupational Stress Related to Personal Factors
2.3.3 Job Factors and Stressors
2.4 Studies on Psychological Well-Being  
2.4.1 Psychological Well-Being in Different Occupational Groups  
2.4.2 Personal Factors and Psychological Well-Being  
2.4.3 Job Satisfaction and Psychological Well-Being  
3 METHODOLOGY 70-85
3.1 Objective of the Study 71
3.2 Research Questions 71
3.3 Hypotheses 72
3.4 Operational Definitions of the Variables 75
3.5 Design 75
3.6 Sample 76
3.7 Measures used 77
3.7.1 Work Motivation Questionnaire 77
3.7.2 The General Self-Efficacy Scale 77
3.7.3 Occupational Stress Index 78
3.7.4 Psychological Well-Being Scale 79
3.8 Pilot Study 79
3.9 Data Collection 80
3.10 Data Processing 81
3.10.1 Scrutinizing 81
3.10.2 Scoring 81
3.10.2.1 Work Motivation Questionnaire 81
3.10.2.2 The General Self-Efficacy Scale 82
3.10.2.3 Occupational Stress Index 82
3.10.2.4 Psychological Well-Being Scale 82
3.11 Analysis of Results 83

viii
3.11.1 Statistical Techniques Applied

3.11.1.1 't' test

3.11.1.2 Multivariate Analysis of Variance (MANOVA)

3.11.1.3 Univariate 'F' test (ANOVA)

3.11.1.4 Scheff's test

3.11.1.5 Stepwise Multiple Regression Analysis

4 RESULTS AND INTERPRETATION

4.1 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Men and Women (Described)

4.1.1 Work Motivation and Self-Efficacy of Professional Men and Women (Described)

4.1.2 Occupational Stress of Professional Men and Women (Described)

4.1.3 Psychological Well-Being of Professional Men and Women (Described)

4.2 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Men and Women (compared)

4.2.1 Work Motivation and Self-Efficacy of Professional Men and Women (compared)

4.2.2 Occupational Stress of Professional Men and Women (compared)

4.2.3 Psychological Well-Being of Professional Men and Women (compared)

4.3 Significance of Difference Between Professional Men and Women in Different Dimensions and Overall Scores of Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being

4.3.1 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Male and female Doctors

4.3.2 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Male and Female Lawyers
4.3.3 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Male and Female Lecturers

4.4 Overall Difference Among male Professional in their Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being (MANOVA)

4.4.1 Group Difference for Different Dimensions of Work Motivation and Self-Efficacy of Male Professionals (ANOVA)

4.4.1.1 Significance of Difference Between Professional Groups Means in terms of ‘S’ Values for Work Motivation, (Dimensions and overall) Self-Efficacy Scores

4.4.2 Group Difference for Different Dimensions of Occupational Stress of Male Professionals (ANOVA)

4.4.2.1 Significance of Difference Between Professional Groups Means in terms of ‘S’ Values for Occupational Stress (Dimensions and overall) scores

4.4.3 Group Difference for Different Dimensions of Psychological Well-Being of Male Professionals (ANOVA)

4.4.3.1 Significance of Difference Between Professional Groups Means in terms of ‘S’ Values for Psychological Well-Being (Dimensions and overall) Scores

4.5 Overall Difference Among Female Professional in their Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being (MANOVA)

4.5.1 Group Difference in Different Dimensions of Motivation and Self-Efficacy Scores of Female Professionals (ANOVA)

4.5.1.1 Significance of Difference Between Professional Groups Means in terms of ‘S’ Values for Work Motivation, (Dimensions and overall) Self-Efficacy Scores

4.5.2 Group difference in Different Dimensions and Overall Scores of Occupational Stress of Female Professionals Groups (ANOVA)

4.5.2.1 Significance of Difference Between Female Professional Group Means in terms of ‘S’ Values for occupational Stress (Dimensions and Overall) scores
4.5.3 Group difference in Different Dimensions and Overall Scores of Psychological Well-Being of Female Professional Group (ANOVA)

4.5.3.1 Significance of Difference Between Female Professional Group Means in terms of 'S' Values for Psychological Well-Being (Dimensions and Overall) Scores

4.6 Interpretation of Results

4.6.1 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Male and Female Professionals (Doctors, Lawyers and Lecturers)

4.6.2 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Male and Professionals (Doctors, Lawyers and Lecturers)

4.6.3 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Female Professionals (Doctors, Lawyers and Lecturers)

4.7 Highlights

5 RESULTS AND INTERPRETATION (Continued)

5.1 Factors Significantly Contributing to Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professionals Men and Women

5.1.1 Factors significantly Contributing to Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Men

5.1.1.1 Demographic Factors Significantly Contributing to Work Motivation, of Professional Men

5.1.1.2 Demographic Factors Significantly Contributing to Self-Efficacy, of Professional Men

5.1.1.3 Demographic Factors significantly Contributing to Occupational Stress, of Professional Men

5.1.1.4 Demographic Factors Significantly Contributing to Psychological Well-Being, of Professional Men
5.1.2 Demographic Factors Significantly Contributing to Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Female Professionals (Doctors, Lawyers and Lecturers)

5.1.2.1 Demographic Factors Significantly Contributing to Work Motivation of Professional Women

5.1.2.2 Demographic Factors Significantly Contributing to Self-Efficacy of Professional Women

5.1.2.3 Demographic Factors Significantly Contributing to Occupational stress of Professional Women

5.1.2.4 Demographic Factors Significantly Contributing to Psychological Well-Being of Professional Women

5.2 Interpretation: Demographic Factors Significantly Contributing to Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Men

5.2.1 Interpretation: The Factors Contributed to Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Men

5.2.2 Interpretation: The Factors Contributed to Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Women

5.3 Highlights

6 SUMMARY AND CONCLUSIONS

6.1 Summary of Findings

6.1.1 Measures Used in the Study

6.2 Major Findings

6.2.1 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Men and Women

6.2.2 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Men

6.2.3 Work Motivation, Self-Efficacy, Occupational Stress and Psychological Well-Being of Professional Women