CHAPTER - V
FINDINGS, IMPLICATIONS AND SUMMARY

The data collected are processed and systematically analysed. A brief summary of the important findings of the present study are presented in this chapter. Moreover the implications of the present study, social work interventions and suggestion for future exploration in this area of research are also discussed.

For the purpose of statistical testing the following null hypothesis were formulated by the researcher.

I FINDINGS RELATED TO HYPOTHESES

1. Null hypothesis for research hypothesis 01

There is no significant relationship between introvert personality type and the overall adjustmental problems of the respondents.

To test the above hypothesis Karl Pearson's co-efficient of correlation test was applied and it has been found that there is a significant relationship between introvert personality type and the overall adjustmental problems of the respondents. Hence the null hypothesis is rejected. (Table: 108)
2. **Null hypothesis for research hypothesis 02**

There is no significant relationship between introvert personality type and the insecurity feelings of the respondents.

To test the above hypothesis Karl Pearson’s co-efficient of correlation test was applied and it is inferred that there is a significant relationship between introvert personality type and the insecurity feelings of the respondents. Hence the null hypothesis is rejected. (Table : 108)

3. **Null hypothesis for research hypothesis 03**

There is no significant relationship between the level of overall adjustmental problems and the level of insecurity feelings of the respondents.

The Karl Pearson’s co-efficient of correlation test was used to test the above hypothesis and it has been inferred that there is a significant association between the level of overall adjustmental problems of the respondents and the level of insecurity feelings. Hence the null hypothesis is rejected. (Table : 111)

4. **Null hypothesis for research hypothesis 04**

There is no significant relationship between the level of overall adjustmental problems and job satisfaction of the respondents.
The Karl Pearson's co-efficient of correlation test revealed that there is a significant association between the level of overall adjustmental problems of the respondents and job satisfaction. Hence the null hypothesis is rejected. (Table : 111)

5. Null hypothesis for research hypothesis 05

There is no significant relationship between the overall adjustmental problems of the respondents and life-satisfaction.

To test the above hypothesis, Karl Pearson's co-efficient of correlation test was applied and it has been found that there is a significant association between the overall adjustmental problems of the respondents and life-satisfaction. Hence the null hypothesis is rejected. (Table : 111)

6. Null hypothesis for research hypothesis 06

There is no significant relationship between insecurity feelings of the respondents and job-satisfaction.

The Karl Pearson's coefficient of correlation test revealed that there is a significant relationship between insecurity feelings of the respondents and job-satisfaction. Hence the null hypothesis is rejected. (Table : 112)
7. **Null hypothesis for research hypothesis 07**

There is no significant relationship between insecurity feelings of the respondents and life-satisfaction.

The Karl Pearson’s co-efficient of correlation test was used to test the above hypothesis and it is inferred that there is a significant relationship between insecurity feeling of the respondents and life-satisfaction. Hence the null hypothesis is rejected. (Table : 112)

8. **Null hypothesis for research hypothesis 08**

There is no significant relationship between job-satisfaction and life-satisfaction of the respondents.

The Karl Pearson’s co-efficient of correlation test revealed that there is a significant relationship between job-satisfaction and life-satisfaction of the respondents. Hence the null hypothesis is rejected. (Table : 113)

II **SALIENT FINDINGS OF THE PRESENT DESCRIPTIVE STUDY**

(a) **Socio – Economic Aspects**

1. Majority of the respondents (67%) are in the age group of 19 - 24 years (Mean age : 22.8).
2. Absolute majority of the respondents (84%) are following Hindu religion.

3. Majority of the respondents (61.7%) belong to the backward classes.

4. Almost all the respondents (95%) are unmarried.

5. Absolute majority of the respondents (78.7%) are from rural background.

6. Absolute majority of the respondents (75%) studied upto 10th standard.

7. Majority of the respondents (58.7%) are from nuclear families.

8. Absolute majority of the respondents have two to three years of experience (Mean experience : 2.6)

9. A sizeable majority of the respondents (89.6%) have a monthly income of Rs.1001 – 2000 (Mean income : 1557.99)

10. Majority of the respondents (61%) have 4 to 5 dependents (Mean dependents : 4.6)

11. More than half of the respondents have a monthly family income of Rs.2500 – 3500 (Mean monthly family income : 3389.10).

(b) PERSONALITY

12. More than half of the respondents come under the introversion type of personality.

13. The respondents who follow nuclear family system are found to be more in introversion type of personality.
14. There is no significant difference among various religion of the respondents and their personality types.

15. There is a significant difference among the respondents who are found to have neurotic personality traits with regard to caste.

16. The respondents from rural background are found to be more in introversion type of personality than those who have urban and semi urban backgrounds.

17. There is no significant association between the personality traits of the respondents and various socio demographic characteristics such as religion, marital status, educational qualification and occupation.

18. There is a significant association between the native background of the respondents and the personality traits.

19. There is a significant association between the type of family and the personality traits.

20. There is no significant relationship between the personality traits of the respondents and socio demographic characteristics such as years of experience, monthly income, number of dependents and monthly family income.
(c) ADJUSTMENTAL PROBLEMS

21. More than half of the respondents (51.3%) have high level of overall adjustmental problems.

22. Majority of the respondents have high level of health, emotional, self and home adjustmental problems.

23. More than half of the respondents have high level of social adjustmental problems.

24. The respondents who follow nuclear family system are experiencing high level of health and emotional adjustmental problems.

25. The respondents who follow joint family system are experiencing higher level of overall adjustmental problems than the respondents who follow nuclear family system.

26. The respondents from rural background are experiencing high level of adjustmental problems in the dimensions of health, emotion, self, home and overall.

27. There is no significant association between the marital status of the respondents and their health, emotional, self and social adjustmental problems.

28. Married respondents have high level of home and overall adjustmental problems.
29. There is no significant association between education of the respondents and health, emotional, self, home, social and overall adjustmental problems.

30. There is no significant association between the occupation of the respondents and the health, self, home and social adjustmental problems.

31. The respondents who are having the occupation of mixing have higher level of emotional adjustmental problems.

32. The respondents with the occupation of mixing and supervisors have high level of overall adjustmental problems.

33. There is no significant relationship between age of the respondents and the various dimensions of adjustmental problems namely health, emotion, self, home, social and overall.

34. There is no significant association between experience of the respondents and the various dimensions of adjustmental problems.

35. There is no significant relationship between monthly income of the respondents and the various dimensions of adjustmental problems.

36. There is no significant relationship between number of dependents of the respondents and the various dimensions of adjustmental problems.

37. There is no significant relationship between family monthly income and the various dimensions of adjustmental problems namely health, emotional, self, home, social and overall.
38. More than half of the respondents (52.5%) have high level of insecurity feelings.

39. The respondents who follow nuclear family system are having higher level of insecurity feelings than the respondents who follow joint family system.

40. There is no significant difference among various religion of the respondents with regard to insecurity feelings.

41. There is a significant difference among the various caste of the respondents with regard to insecurity feelings.

42. The respondents from rural background are found to have higher level of insecurity feelings than those who are from other backgrounds.

43. There is no significant association between marital status of the respondents and the feelings of insecurity.

44. There is no significant association between education of the respondents and the feelings of insecurity.

45. There is no significant association between the occupation of the respondents and the feelings of insecurity.

46. The monthly income of the respondents is found to have a significant relationship with insecurity feelings.
47. Age, experience, number of dependents and monthly family income of the respondents have no significant relationship with insecurity feelings.

(e) **JOB-SATISFACTION**

48. More than half of the respondents have high level of job satisfaction in the dimensions of job concrete, job abstract, job intrinsic, psycho social, job extrinsic and overall job satisfaction, where as in the dimensions of economic, community and national growth, majority of the respondents have high level of job satisfaction.

49. The respondents who follow nuclear family system are having high job satisfaction.

50. There is a significant difference among the various religion followed by the respondents with regard to job satisfaction in the dimensions of job concrete, job intrinsic, economic and overall job satisfaction.

51. There is no significant difference among the various native backgrounds of the respondents with regard to various dimensions of job satisfaction namely job concrete, job abstract, job intrinsic, psycho social, economic, community and national growth, job extrinsic and overall job satisfaction.

52. Married respondents have higher level of job satisfaction in the dimensions of job abstract, job intrinsic, job extrinsic and overall job satisfaction.
53. Marital status has no significant association with job concrete, economic, community and national growth and psycho social dimensions of job satisfaction.

54. The respondents studied upto 10th standard have significant association with job concrete, job abstract, job intrinsic, economic, community and national growth, job extrinsic and overall job satisfaction.

55. There is a significant association between occupation of the respondents and job concrete, job abstract and job intrinsic dimensions of job satisfaction.

56. There is a significant relationship between the various dimensions of job satisfaction and monthly income of the respondents.

57. There is no significant relationship between the various dimensions of job satisfaction and the socio demographic characteristics such as age, years of experience, number of dependents and family monthly income of the respondents.

(f) LIFE SATISFACTION

58. Nearly half of the respondents (47.7%) have low level of life satisfaction.

59. There is no significant difference between the respondents who follow nuclear and joint family system with regard to life satisfaction.
60. There is no significant difference among various religion of the respondents, caste of the respondents, native background of the respondents with regard to life satisfaction.

61. There is no significant association between marital status of the respondents and the life satisfaction.

62. There is a significant association between education of the respondents and life satisfaction.

63. There is a significant relationship between monthly income of the respondents and life satisfaction.

64. It is found that introvert personality respondents have significant relationship with overall adjustmental problems, emotion, self, home, social and health adjustmental problems.

65. Introvert personality respondents have significant relationship with insecurity feelings.

66. Introvert personality respondents have no significant relationship with job satisfaction, its dimensions and life satisfaction.

67. Extrovert personality respondents have no significant relationship with adjustmental problems, insecurity feelings, job satisfaction and life satisfaction.
68. Neurotic personality respondents have significant association with overall adjustmental problems, emotional, self, home and social adjustmental problems.

69. It is found that neurotic personality respondents have significant relationship with insecurity feelings.

70. There is a significant relationship between neurotic personality respondents with overall job satisfaction, psychological, economic & national and community growth dimensions of job satisfaction.

71. There is a significant relationship between adjustmental problems of the respondents and job satisfaction and life satisfaction of the respondents.

72. There is a significant relationship between insecurity feelings of the respondents and job satisfaction and life satisfaction of the respondents.

73. It is found that there is a significant relationship between job satisfaction and life satisfaction of the respondents.

II IMPLICATIONS OF THE STUDY

A careful examination of the factual data of the present descriptive study indicates that more than half of the women workers in SJLT Textiles Ltd, come under the introversion type of personality and nearly half of them perceive low level of adjustmental problems and the other half of the respondents perceive high level of adjustmental problems and more than half of them experience insecurity feelings.
With regard to job satisfaction and life satisfaction nearly half of the women workers perceive low level respectively.

As more than half of the respondents come under introversion type of personality, personality development programmes could be organized which would help the women workers to open up their hidden potentialities. To minimize the level of adjustmental problems and insecurity feelings and to enhance their level of job satisfaction and life satisfaction counselling service could be introduced. The services of the existing family counselling centers sponsored by central social welfare board or by Voluntary organization could be availed by the women workers due to the transition in the role performance of working women in general especially textile workers. They face practically many adjustmental problems and moreover problems at home environment. So the women workers could be educated in family management to reduce their problems with family members. Work shops could be organized to do family budgeting, house keeping, time management, etc.

In the working environment, the management may empathise with the women workers who have adjustmental problems and insecurity feelings and they may introduce the principle of counselling directly or try to introduce referral system. Such an attempt will help the women workers to get rid off their problems in a realistic manner and perform their roles in the work environment adequately. It also prevents the carrying residual effects of the stress and strain of the work environment to home.
environment which in turn will create certain emotional and psychological problems, for this preventive measures may be taken or introduced.

Moreover in the existing Indian context, Grievance Redressal Procedure is not that much effective in industries. Hence, it could be suggested such an arrangement could be made effective so that workers could ventilate their grievances or problems and seek remedial measures. Otherwise they have to brood over their problems when they remain unsolved which will in turn affect their role performance at work and at home environment and affect their personality too. This has to be prevented.

Open door policy could be followed which shall help the women workers to share their problems directly to their superiors and seek remedial measures.

III SOCIAL WORK INTERVENTIONS

The present descriptive study reveals that more than half of the respondents come under introversions type personality, the company management can give due consideration to improve their interpersonal relationship. The professional social workers could help the women workers to enhance their interpersonal relationship by applying social work methods such as social casework, social group work, etc.

Recreational facilities like interdepartmental cultural programmes, indoor games (chess, carom, etc) a separate room for video/Audio, newspapers, etc., tours
and excursions could all be encouraged to enhance their interpersonal interactions. By these ways, insecurity feelings of the workers could also be reduced.

Seminars and workshops could be organized for motivation, team building and morale of the workers which would result in high job satisfaction.

As the women have low job satisfaction it is suggested to implement the techniques of job enlargement, job enrichment and job rotation which would help the workers to break the monotony and boredom of work.

The study reveals that the women workers have low life satisfaction. This may be due to lack of recognition, unfulfilled social needs and unsatisfied psychological wants. To minimize the above said problems the industrial social workers can device welfare programmes for individuals by using psycho-social approach and thereby justify the need for social work intervention.

Industrial social workers can play a part in developing innovative welfare programmes wherever possible with the help of the management on long term benefit to the workers such as small saving, co-operative societies, etc.

IV SUGGESTIONS FOR FUTURE STUDY

1. Working women who have high adjustmental problems, insecurity feelings, low job satisfaction and life satisfaction can be selected separately as samples
and an indepth study may be conducted among these sample in order to find out the reasons for their adjustmental problems, insecurity feelings, low job satisfaction and life satisfaction. This will help the management to provide necessary remedial steps to improve their status in their industry.

2. The present study confines only to women workers who are working in SJLT Textiles Ltd., Namakkal in future, other studies may be conducted with the Government textile companies. This may give a comprehensive profile of women workers in general.

3. The present descriptive study may be repeated with enhancing the size of the population and representing sub-sample at the District, State and National levels for concrete generalizations.

4. Comparative study may be made among male and female, industry workers with a view to gain more insight.

5. To understand and gain better insight and prepare a profile of working women in general an attempt could be made to study working women from different stratification (executives/ supervisors) or sub-samples (workers of skilled / semiskilled / unskilled) from industries (both public and private sectors), banks, business establishments and other unorganised sectors like agriculture, constructions and so on.

6. A comparative study of house wives and working women in general also be conducted.
V SUMMARY OF THE PRESENT STUDY

The present descriptive study is conducted with women workers in SJLT Textiles Ltd., Namakkal, numbering 300 with the objectives of finding out the socio demographic characteristics of the working women in SJLT Textiles Ltd., their personality characteristics, level of adjustmental problems, their insecurity feelings, job satisfaction, life satisfaction and to find out the association between personality type, level of adjustmental problems, insecurity, job satisfaction and life satisfaction. The valid and reliable tools of data collection have been used and the collected data are analysed systematically. This dissertation attempts to explain the status of women (past and present), problems of working women, etc which are presented in an easy understandable manner. It also encompasses a review of literature on the same topic (working women) and gives a systematic narrative account of them. The study also portrayed the research methodology adopted as well as the lay-out of the study. It has a number of tables giving statistical information which resulted after applying statistical tests such as one way analysis of variance, 'z' test, Karl Pearson's Co-efficient of correlation and Chi-square to the answers given by the respondents in the questionnaires. It also gives the major finding that more than half of the respondents come under the introversion type of personality and nearly half of the respondents perceive low level of adjustmental problems and more than half of the respondents experience insecurity feelings. With regard to job satisfaction and life satisfaction nearly half of the respondents perceive low level respectively. Based on the findings, implications with social work perspectives such as starting counseling services in the
industries, open door policy, appointing industrial social workers, grievance redressal procedures, improving recreational facilities and programmes, etc. are given in detail. It is in the firm hope of the researcher that the framework for understanding the problems of working women in the context of industries would prove to be of value to the future research scholars.