PRÉFACE

First chapter has part from the introduction of concept of job involvement, job satisfaction and organizational effectiveness. It has focused on meaning, Different dimensions of job involvement, job satisfaction and organizational effectiveness under study. Second chapter explores the huge contribution of most fluctuating banking industry in our economy.

Third Chapter has thrown light on review of literature that is the findings of the earlier studies related to job involvement, job satisfaction and organizational effectiveness, personal variables in particular, and others in general and their impact on organizational effectiveness. An attempt has been made to find out the relationship among the attitude of the individuals and their impact on organizational effectiveness.

Fourth chapter has explained the spread of the study within the state of Himachal Pradesh and referred that the units of the sample were representing the different government and private colleges. The chapter further discussed about the statistical tools used for data collection, their validity, need, scope, objectives, the hypothesis, tools of statistical analysis, and the limitations.

Fifth Chapter has reported the results of the study, their interpretation and discussions. The first part of this chapter has discussed the correlation analysis which determines the direction of the relationship among different variables. The second part has mentioned the analysis of variance which tests the results and predictors. The third part has made available the results of regression which establishes the cause and effect relationship among the organisational role of stress and job performance.

Sixth Chapter has summarized the findings of the study and tried to explore the potential for further research and has mentioned the implications and recommendations for the future research. At the end of the thesis a comprehensive bibliography and the information regarding all the branches in Himachal Pradesh has been provided.