RESULTS AND INTERPRETATION (Continued)

Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children, and their contribution to quality of life, vocational interests and job involvement of professionals.
5. RESULTS AND INTERPRETATION (Continued)

5.1. Results: Factors Contributing to Quality of Life, Vocational Interests and Job Involvement of Professionals

H2 Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their quality of life, vocational interests and job involvement.

The technique of stepwise multiple regression analysis is applied to know the significance of the contribution of eight independent variables, collectively as well as individually to each of the twelve dependent variables.

* The obtained 'R' value in this analysis indicates the correlation between criterion and predictor variables. The square of this correlation ($R^2$) gives the proportion of variance which can be predicted. For example, $R^2=0.40$ would imply that 40% of the variance in Y scores can be predicted on the basis of (X1, X2,.....Xn) scores. Conversely, it can also be stated that 60% of variance in Y scores cannot be predicted on the basis of (X1, X2....Xn) scores. Thus $1-R^2 =0.60$ is the proportion of variance which can not be predicted. To test the significance of the overall prediction, F-ratio is computed. The significance of this F-ratio suggests that the amount of overall variance ($R^2$) predicted through regression equation is significant. Similarly 't' test is used to test the significance of individual regression (b) weights. That is to know whether the predictor variables can individually predict the criterion significantly or not.
5.1.1. **Factors contributing to quality of life of professionals:**

**Hypothesis:** Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife, and number of children of professionals contribute significantly to their quality of life.

Table 5.01

Results of stepwise multiple regression analysis of the variables contributing significantly to the quality of life of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr. $R^2$</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Expressed job satisfaction</td>
<td>7.4499</td>
<td>0.8993</td>
<td>8.378***</td>
<td>0.1457</td>
</tr>
<tr>
<td>2</td>
<td>Socio-cultural background</td>
<td>0.4562</td>
<td>0.1611</td>
<td>2.834**</td>
<td>0.0167</td>
</tr>
</tbody>
</table>

Overall corrected $R^2 = 0.1715$ ***$p<0.001$ Very highly significant
Overall F-ratio=42.292; $P<0.001$ **$p<0.01$ highly significant

An examination of the above table reveals that expressed job satisfaction and socio-cultural background are the only two variables contributing significantly to the quality of life of professionals. Both these variables collectively have contributed to 17% of variance on the quality of life of professionals, which is found to be very highly significant ($F=42.292; P<0.001$). In other words, 17% of variance in quality of life can be predicted
with a very high degree of confidence on the basis of the collective operation of expressed job satisfaction and socio-cultural background. Individually, 14.6% and 1.7% of variance on the quality of life of professionals is predicted on the basis of expressed job satisfaction and socio-cultural background, respectively. Further, it is noticed that the contribution of expressed job satisfaction is significantly very high ($t=8.38; P<0.001$) and of socio-cultural background is significantly high ($t=2.83; P<0.01$), to the variance on the quality of life of professionals.

The above stated facts show that the quality of life of professionals is significantly related to their expressed job satisfaction and socio-cultural background collectively as well as individually.

Thus, it may be inferred that professionals with higher expressed job satisfaction and belonging to upper middle stratum of socio-cultural background* have higher quality of life.

* Since the sample of the present study consists of only two categories of socio-cultural background, higher category is the upper middle stratum and lower is the middle stratum.
5.1.2. Factors contributing to vocational interests of professionals:

Ha Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their vocational interests.

Ha Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their economic interests.

Table 5.02

Results of stepwise multiple regression analysis of the variables contributing significantly to the economic interests of professionals.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr. R²</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Selection of occupation</td>
<td>2.5583</td>
<td>7.1541</td>
<td>2.217*</td>
<td>0.0118</td>
</tr>
<tr>
<td>2.</td>
<td>Expressed job satisfaction</td>
<td>-1.5775</td>
<td>0.9202</td>
<td>-1.714</td>
<td>0.0070</td>
</tr>
<tr>
<td>3.</td>
<td>Socio-cultural background</td>
<td>-0.4732</td>
<td>0.1615</td>
<td>-2.948**</td>
<td>0.0208</td>
</tr>
</tbody>
</table>

Overall corrected $R^2 = 0.0438$ **P<0.01 highly significant
Overall F-ratio=7.09: P<0.001 *P<0.05 significant

An examination of the above table reveals that selection of occupation*, expressed job satisfaction and socio-cultural

* It is to be noted that while giving weightages to the alternatives for the variable 'selection of occupation', values 1 and 2 are given to 'by choice' and 'by chance' respectively.
background are the variables contributing significantly to the economic interests of the professionals. All these variables collectively have contributed to 4% of variance on the economic interests of professionals, which is found to be very highly significant ($F=7.896: P<0.001$). That is to say, 4% of the variance on economic interests can be predicted with a very high degree of confidence on the basis of selection of occupation, expressed job satisfaction and socio-cultural background together. Individually selection of occupation, expressed job satisfaction and socio-cultural background have contributed 1%, 0.7% and 2% respectively the variance on the economic interests of professionals. The contribution of selection of occupation is significant ($t=2.217: P<0.05$) and that of socio-cultural background, significantly high ($t=-2.948: P<0.01$) but negative. The expressed job satisfaction, even though it has not contributed significantly ($t=1.7144: P>0.05$), shows a trend towards a noticeable negative contribution to the variance on economic interests of professionals.

Thus, the economic interests of professionals are significantly related to their selection of occupation, job satisfaction and socio-cultural background collectively and individually to the selection of occupation and socio-cultural background, but not to the expressed job satisfaction significantly. It may be inferred from the observed facts that professionals who enter their occupations by chance will have more economic interests when compared to those who choose them. Professionals belonging to upper middle stratum of socio-cultural
background have lower economic interests. Similarly professionals with higher expressed job satisfaction tend to have lower economic interests.

**Ha2.2.02** Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their secretarial interests.

Table 5.03

Results of stepwise multiple regression analysis of the variable contributing significantly to the secretarial interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variable</th>
<th>Coefficient</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr. R²</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Socio-cultural background</td>
<td>-0.9305</td>
<td>0.1706</td>
<td>-5.458***</td>
<td>0.0696</td>
</tr>
</tbody>
</table>

Overall corrected $R^2 = 0.0673$ ***$P<0.001$ Very highly significant
Overall F-ratio=29.7651: $P<0.001$

A glance at the Table 5.03 reveals that it is only the socio-cultural background which has contributed significantly to the secretarial interests of professionals. Socio-cultural background has contributed to 7% of variance on the secretarial interests of professionals, which is found to be very highly significant ($F=29.7651: P<0.001$). In other words, 7% of variance on secretarial interests can be predicted with a very high degree of confidence on the basis of socio-cultural background alone. Further, it is to be noticed that the above stated relationship is
negative. That is to say, the professionals belonging to the upper middle stratum of socio-cultural background have shown lower secretarial interests than those belonging to the middle stratum.

Table 5.04

Results of stepwise multiple regression analysis of the variable contributing significantly to the legal-administration interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variable</th>
<th>Coefficient</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr. $R^2$</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Socio-cultural background</td>
<td>-0.4203</td>
<td>0.1606</td>
<td>-2.618**</td>
<td>0.0169</td>
</tr>
</tbody>
</table>

Overall corrected $R^2=0.01446$  **P<0.01** highly significant
Overall F-ratio= 6.8533: P<0.01

An observation of the Table 5.04 reveals that it is again the socio-cultural background which has contributed significantly to the legal-administration interests of professionals. It has contributed to 1.45% of variance, which is highly significant ($F=6.8533; P<0.01$). In other words 1.5% of variance on the legal-administration interests can be predicted with a high degree of confidence on the basis of socio-cultural background. It is to be noted that the contribution of this variable is negative.
Thus professionals who belong to upper middle stratum of socio-cultural background will have lower legal-administration interests than their counterparts.

**Ha.2.2.04** Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their technology interests.

**Table 5.05**

Results of stepwise multiple regression analysis of the variables contributing significantly to the technology interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard Error</th>
<th>'t' statistic</th>
<th>Contr.R</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Age</td>
<td>-0.1157</td>
<td>0.0572</td>
<td>-2.022*</td>
<td>0.0101</td>
</tr>
<tr>
<td>2</td>
<td>Expressed job satisfaction</td>
<td>-1.8499</td>
<td>0.7779</td>
<td>-2.378*</td>
<td>0.0139</td>
</tr>
<tr>
<td>3</td>
<td>Socio-economic status</td>
<td>0.2925</td>
<td>0.1678</td>
<td>1.743</td>
<td>0.0075</td>
</tr>
</tbody>
</table>

Overall corrected $R^2 = 0.0191$ *P<0.05 significant
Overall F-ratio = 3.5874; P<0.05

It may be observed in Table 5.05 that age, expressed job satisfaction and socio-economic status are the variables contributing significantly to the technology interests of professionals. All these variables collectively have contributed to 1.91% of variance on the technology interests of professionals.
which is significant \((F=3.5874; P<0.05)\). In other words, 1.91% of variance on technology interests can be predicted with confidence on the basis of age, expressed job satisfaction and socio-economic status together. Individually, age, expressed job satisfaction and socio-economic status have contributed 1.01%, 1.39% and 0.75% respectively to variance on the technology interests. The contribution of age \((t=-2.02)\) and expressed job satisfaction \((t=-2.38)\) is significant \((P<0.05)\), but negative. Though socio-economic status has not contributed significantly \((t=1.74; P>0.05)\), it indicates a trend towards its importance.

Thus, the technology interests of professionals are significantly related to their age, expressed job satisfaction and socio-economic status collectively, and individually to the age and expressed job satisfaction but not to the socio-economic status. It may be inferred from the observed facts that professionals with higher age and expressed job satisfaction show lower technology interests than their counterparts. Professionals coming from upper middle class tend to have higher technology interests.
Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their outdoor-physical interests.

Table 5.06

Results of stepwise multiple regression analysis of the variables contributing significantly to the outdoor-physical interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard error</th>
<th>'t' statistics</th>
<th>Contr.²</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Socio-economic status</td>
<td>0.7146</td>
<td>0.4127</td>
<td>1.732</td>
<td>0.0073</td>
</tr>
<tr>
<td>2</td>
<td>Socio-cultural background</td>
<td>-1.2936</td>
<td>0.4088</td>
<td>-3.164**</td>
<td>0.0242</td>
</tr>
</tbody>
</table>

Overall corrected $R^2 = 0.0344$ **P<0.01 highly significant
Overall F-ratio = 8.1046: P<0.001

A glance at Table 5.06 reveals that socio-economic status and socio-cultural background have collectively contributed to 3.44% of variance on outdoor-physical interests of the professionals, which is found to be very highly significant (F=8.1046: P<0.001). That is to say, 3.44% of variance on the outdoor physical interests of professionals can be predicted with a very high degree of confidence on the basis of their socio-economic status and socio-cultural background. Individually socio-economic status and socio-cultural background have contributed 0.73% and 2.42% respectively to variance on the outdoor-physical interests of professionals. The contribution of socio-cultural background ($t=-3.16$: P<0.01) is highly significant.
but negative, while socio-economic status (t=1.73: P>0.05) has not contributed significantly.

Thus, the outdoor-physical interests of professionals are related to their socio-economic status and socio-cultural background collectively, and individually to socio-cultural background alone. Professionals belonging to upper middle stratum of socio-cultural background have significantly lower outdoor-physical interests.

**Ha 2.2.06** Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their scientific interests

Table 5.07

Results of stepwise multiple regression analysis of the variables contributing significantly to the scientific interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr.R</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Selection of occupation</td>
<td>-1.7077</td>
<td>0.8307</td>
<td>-2.056*</td>
<td>0.0094</td>
</tr>
<tr>
<td>2.</td>
<td>Socio-cultural background</td>
<td>0.8374</td>
<td>0.1232</td>
<td>6.698***</td>
<td>0.1032</td>
</tr>
<tr>
<td>3.</td>
<td>Working status of wife</td>
<td>-1.7208</td>
<td>0.7950</td>
<td>-2.165*</td>
<td>0.0105</td>
</tr>
</tbody>
</table>

Overall corrected $R^2$=0.1087  

**Very highly significant**

Overall F-ratio=17.2264: P<0.001  

*P<0.05 significant*
An observation of Table 5.07 reveals that the contribution of the selection of occupation, socio-cultural background and working status of wife have collectively been significantly very high \((F=17.2264; \ P<0.001)\), to 10.87% of variance on the scientific interests of the professionals. In other words, 10.87% of variance on scientific interests can be predicted with a very high degree of confidence on the basis of selection of occupation, socio-cultural background and working status of wife. It may be recollected here that the weightages given to the variable—selection of occupation—are negative in nature, similarly, with regard to the other variable i.e., working status of wife*. Individually, 0.94%, 10.32% and 1.05% of variance on scientific interests are contributed by selection of occupation, socio-cultural background and working status of wife respectively.

It may be noted that the contribution of selection of occupation \((t=2.165; \ P<0.05)\) and working status of wife \((t =-2.165; \ P<0.05)\) is significant, but negative. The contribution of socio-cultural background \((t=6.796; \ P<0.001)\) to variance on scientific interests is very highly significant.

Thus, scientific interests of the professionals are related significantly to their selection of occupation, socio-cultural background and working status of wife collectively as well as, individually. It may be inferred from the above stated facts that professionals who choose their occupation, who belong to the upper

* While giving weightages to the alternatives for the variable—working status of wife, the values 1 and 2 are given to 'working wife' and 'non-working wife' respectively.
middle stratum of socio-cultural background and whose wives are working will have higher scientific interests.

Ha Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their linguistic-literary interests

Table 5.08

Results of stepwise multiple regression analysis of the variables contributing significantly to the linguistic-literary interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficient</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr. R</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Age</td>
<td>0.0921</td>
<td>0.0595</td>
<td>1.861</td>
<td>0.0086</td>
</tr>
<tr>
<td>2.</td>
<td>Expressed job satisfaction</td>
<td>1.2511</td>
<td>0.8945</td>
<td>1.575</td>
<td>0.0061</td>
</tr>
</tbody>
</table>

Overall corrected $R^2=0.0124 \quad P>0.05 \; \text{not significant}$

Overall $F$-ratio=3.5071; $P<0.05$

A glance at Table 5.08 reveals that age and expressed job satisfaction have together contributed significantly ($F=3.5071; P<0.05$) to 1.24% of variance on linguistic-literary interests of professionals. In other words, 1.24% of variance can be predicted with confidence on the basis of age and expressed job satisfaction collectively. Each of the above variables has not individually contributed significantly (age-0.86%; $t=1.861$;
P>0.05; and expressed job satisfaction -0.61%: t=1.575: P>0.05) to variance on linguistic-literary interests of professionals. However, age shows a trend towards some noticeable contribution.

Thus, it may be inferred that age and expressed job satisfaction together, contribute significantly to linguistic literary interests of professionals.

Ha2.2.08 Age, length of service selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their protective service.

Table 5.09
Results of stepwise multiple regression analysis of the variables contributing significantly to the protective service interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr. R</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Age</td>
<td>-0.2367</td>
<td>0.0745</td>
<td>-3.176**</td>
<td>0.0243</td>
</tr>
<tr>
<td>2</td>
<td>Socio-economic status</td>
<td>-0.8131</td>
<td>0.4021</td>
<td>-2.022*</td>
<td>0.0099</td>
</tr>
<tr>
<td>3</td>
<td>Socio-cultural background</td>
<td>0.8165</td>
<td>0.4087</td>
<td>1.998*</td>
<td>0.0096</td>
</tr>
</tbody>
</table>

Overall corrected $R^2=0.0368$ **P<0.01 Highly significant
Overall F-ratio = 6.0829: P<0.001 *P<0.05 Significant
An examination of Table 5.09 reveals that the contribution of age, socio-economic status and socio-cultural background has collectively been significantly very high ($F=6.0829; P<0.001$) to 3.68% of variance on protective service interests of the professionals. That is to say, 3.68% of variance can be predicted with a very high degree of confidence on the basis of age, socio-economic status and socio-cultural background. Individually, age, socio-economic status and socio-cultural background have contributed to 2.43%, 0.99% and 0.96% of variance on protective service interests respectively. The contribution of age has been significantly high ($t=-3.176; P<0.01$); socio-economic status and socio-cultural background have contributed significantly (SES $t=-2.022; P<0.05$ and SCB $t=1.998P<0.05$). However, it is to be noted that the contribution of age and socio-economic status is negative.

Thus, protective service interests of the professionals are related significantly to their age, socio-economic status and socio-cultural background collectively as well as individually. It may be inferred that professionals with higher age and coming from upper middle class show lower, while professionals belonging to upper middle stratum of socio-cultural background show higher protective service interests than their counterparts.
Ha Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their education interests

Table 5.10
Results of stepwise multiple regression analysis of the variables contributing significantly to the education interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr. R</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Selection of occupation</td>
<td>-1.8659</td>
<td>1.1510</td>
<td>-1.621</td>
<td>0.0065</td>
</tr>
<tr>
<td>2.</td>
<td>Socio-economic status</td>
<td>0.5671</td>
<td>0.3758</td>
<td>1.509</td>
<td>0.0056</td>
</tr>
<tr>
<td>3.</td>
<td>Socio-cultural background</td>
<td>-0.8206</td>
<td>0.3736</td>
<td>-2.197*</td>
<td>0.0119</td>
</tr>
<tr>
<td>4.</td>
<td>Working status of wife</td>
<td>1.9291</td>
<td>1.1039</td>
<td>1.748</td>
<td>0.0075</td>
</tr>
<tr>
<td>5.</td>
<td>Number of children</td>
<td>-2.3362</td>
<td>1.4592</td>
<td>-1.601</td>
<td>0.0063</td>
</tr>
</tbody>
</table>

Overall corrected $R^2 = 0.0171$ *P<0.05 Significant
Overall F-ratio=2.3853: P<0.05

It may be observed from Table 5.10 that selection of occupation, socio-economic status, socio-cultural background, working status of wife and number of children, have contributed together significantly (F=2.3853: P<0.05) to 1.71% of variance on education interests of the professionals. That is to say 1.7% of
variance can be predicted with confidence on the basis of all these above stated variables. Individually, socio-cultural background (1.19%: t=-2.197: P<0.05) alone has contributed significantly (but negatively) to the variance, while others have not. However, the variable-working status of wife shows a trend towards noticeable contribution.

Therefore, the education interests of professionals are related significantly to their selection of occupation, socio-economic status, socio-cultural background, working status of wife, and number of children collectively, while individually only to socio-cultural background. Thus it may be inferred that professionals belonging to upper middle stratum of socio-cultural background show lower education interests. However, professionals with working wives tend to show higher education interests.
Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their medical interests.

Table 5.11

Results of stepwise multiple regression analysis of the variables contributing significantly to the medical interests of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr. R</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Socio-economic status</td>
<td>-0.7317</td>
<td>0.3570</td>
<td>-2.049*</td>
<td>0.0100</td>
</tr>
<tr>
<td>2.</td>
<td>Socio-cultural background</td>
<td>1.3533</td>
<td>0.3551</td>
<td>3.811***</td>
<td>0.0345</td>
</tr>
<tr>
<td>3.</td>
<td>Working status of wife</td>
<td>-2.6003</td>
<td>1.0463</td>
<td>-2.485*</td>
<td>0.0147</td>
</tr>
</tbody>
</table>

Overall corrected $R^2 = 0.0532$  ***(P<0.001) Very highly significant
Overall F-ratio = 8.4765: P<0.001 *P<0.05 significant

An observation of Table 5.11 reveals that the contribution of socio-economic status, socio-cultural background and working status of wife has collectively been significantly very high ($F=8.4765: P<0.001$) to 5.32% of variance on the medical interests of professionals. In other words, 5.32% of variance can be predicted with a very high degree of confidence on the basis of the above stated variables. Individually, socio-economic status, socio-cultural background and working status of wife have contributed to 1%, 3.45% and 1.47% of variance respectively. The
contribution of socio-cultural background is very highly significant ($t=3.811: P<0.001$) and the contribution of socio-economic status ($t=-2.049: P<0.05$) and working status of wife ($t=-2.485: P<0.05$) is significant but negative.

The above stated facts show that medical interests of professionals are related significantly to their socio-economic status, socio-cultural background and working status of wife collectively as well as individually. Thus, it may be inferred that, professionals coming from upper middle class show lower medical interests, while the professionals belonging to upper middle stratum of socio-cultural background and whose wives are working show higher medical interests.

5.1.3. Factors contributing to job involvements of professionals:

Age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals contribute significantly to their job involvement.

Table 5.12

Results of stepwise multiple regression analysis of the variables contributing significantly to the job involvement of professionals

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Variables</th>
<th>Coefficients</th>
<th>Standard error</th>
<th>'t' statistic</th>
<th>Contr.R</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Selection of occupation</td>
<td>-2.3545</td>
<td>1.1497</td>
<td>-2.048*</td>
<td>0.0091</td>
</tr>
<tr>
<td>2.</td>
<td>Expresed job satisfaction</td>
<td>5.0512</td>
<td>0.9167</td>
<td>5.510***</td>
<td>0.0662</td>
</tr>
<tr>
<td>3.</td>
<td>Socio-cultural background</td>
<td>0.5731</td>
<td>0.1599</td>
<td>3.584***</td>
<td>0.0280</td>
</tr>
</tbody>
</table>

Overall corrected $R^2=0.1299$  ***$P<0.001$ Very highly significant
Overall F-ratio = 20.8560: $P<0.001$  *$P<0.05$ Significant
A glance at Table 5.12 reveals that the contribution of the selection of occupation, expressed job satisfaction and socio-cultural background have together been significantly very high (F=20.856; P<0.001) to 12.99% of variance on the job involvement of professionals. In other words, 12.99% of variance on job involvement can be predicted with a very high degree of confidence on the basis of the above stated variables. Individually the contribution of expressed job satisfaction (6.62%; t=5.50; P<0.001) and socio-cultural background (2.8%; t=3.584; P<0.001) is very highly significant. Selection of occupation has contributed significantly (0.91%; t=-2.048; P<0.05) but negatively.

The above stated facts show that job involvement of professionals is related to their selection of occupation, expressed job satisfaction and socio-cultural background collectively as well as, individually. Thus, it may be inferred that, professionals who choose their occupation, who have higher expressed job satisfaction and who belong to upper middle stratum of socio-cultural background show higher job involvement.

5.2. Interpretation: Factors Contributing to Quality of Life, Vocational Interests and Job Involvement of Professionals

The factors of age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of
children have been found to influence quality of life, vocational interests and job involvement of professionals. For example, as age advances the quality of life of a person becomes enhanced. Such an enhancement may be seen rather in a distinct manner in professionals advancing in age. In them the satisfaction of even the social ego and self-actualization needs may lead to the feeling of life satisfaction. In fact in some of the early studies for example, Brother and Hultsch (1970) and Campbell (1976), high raise in life satisfaction with age was found. Mukherjee (1986) found that in 1970's in the United States on the whole, life satisfaction showed a tendency to increase with age. The young, well-educated persons were remarkably dissatisfied. Happiness and overall life satisfaction increased with age in college-educated people. In addition to this, it was also observed that older blacks expressed more happiness than younger ones. Aminabhavi and Dharanendriah (1992) reported that elderly persons (middle-aged) had significantly higher quality of life than adults.

It has been observed that vocational interests become stabilized with age. For example, Strong (1981), Levine and Waller (1954) and Singh (1969) found that vocational interests pattern themselves had become stable over a period of time. Vinitsky (1973) also found that the vocational interests of 175 psychologists remained stable for over 35-40 years.
Age and job involvement have been observed to be positively related. For example, Lorence and Mortimer (1985), Orpen Christopher (1982), Khandewal Preetam (1986), Sharma and Sharma (1978) and Sharma and Kapoor (1978) have found that higher age and length of service led to higher job involvement among persons belonging to different occupational groups.

It is possible that entering a job by choice rather than by chance would be reflected in the level of job involvement as well as quality of life and also may influence vocational interests.

The common observation that job satisfaction of a person positively contributes to his life satisfaction has been supported by the studies of Kavanagh and Halpern (1970), Iris and Barett (1972), Manuel London, Crandal and Garry (1977), Sinha (1982), and Lee Raymond and Graham (1986).

The studies conducted by Barnett (1951) Thorpe (1965), Barak (1981) and Sedge (1985) have shown positive relationship between interests and job satisfaction. Similarly, the studies by Shanthamani (1982) Srivatsava and Sinha (1983), Misra and Singh (1986) and Aminabhavi and Dharanendriah (1982) revealed that job satisfaction and job involvement were positively related.
Socio-economic status and socio-cultural background are indeed, very potent composite variables influencing quality of life, vocational interests and job involvement. Some have brought to light the influence of one or the other component/components of these factors. For example, education was found to contribute positively to well-being (Shin Doh 1986, Mukharjee Harsha (1986), Inkeles and Dimond (1978), Ackerman and Paloucci (1983), McTeer and Critus (1990) have found that the economic status influences positively the well-being of people. Taylor (1984) emphasized the importance of socio-cultural factors in determining and enhancing the quality of life of persons.

Mattaz Cliford (1986) found that education had a positive effect on organisational commitment. Sharma and Kapoor (1978) found that higher salary lead to higher job involvement. Aminabhavi and Dharanendriah (1992) reported that professionals from upper class had higher job involvement than those from middle class.

Working status of wife and number of children are commonly observed to contribute to quality of life, vocational interests and job involvement. However, empirical data are meagre in this regard.
The findings of the present study that professionals with higher expressed job satisfaction and belonging to upper middle stratum of socio-cultural background have higher quality of life supports some of the earlier findings.

Kavanagh and Halpern (1970) found that job satisfaction was a contributing factor to life satisfaction. Iris and Barett (1972) reported that there was a positive relationship between life satisfaction and job satisfaction. A study by Mannuel, London, Crandall and Garry (1977) showed that job satisfaction and leisure satisfaction contributed to a greater variance on the quality of life. Similarly Sinha (1982) found that persons satisfied with their jobs were happier than those who were not. Lee Raymond and Graham (1986) have also found that employees in public sector with higher self actualization need tend to experience higher job satisfaction and greater life satisfaction when working on challenging jobs than the employees with low self-actualization need.

Thus it may be noticed that the findings of the present study i.e. the professionals with higher expressed job satisfaction have significantly higher quality of life when compared to their counterparts, supporting the earlier findings. This fact may be attributed to the advantages associated with the choice of any occupation, i.e., more involvement and commitment to work leading
to work satisfaction and life satisfaction resulting in self-development and self-actualization.

Professionals belonging to upper middle stratum of socio-cultural background are found to have higher quality of life. It may be remembered that the socio-cultural background is a composite variable consisting of education, occupation, income, caste and rural and urban background. There are some studies in which one or the other components of socio-cultural background are found to be related to quality of life positively. Education, occupation and income for instance, were found to be very important components. Shin Doh (1986), found that education contributes to public well-being both in Korea and the United States of America. Mukharjee, Harsha (1986) reported that highly educated whites are happier than less educated whites. Felt, Lawrence and Sinclair (1991) also found that education significantly influences life satisfaction. Economic status is found to be another dominant component of socio-cultural background. For e.g., Inkeles and Dimond (1978) found a high correlation between level of economic development of a nation and the sense of well-being or personal satisfaction of its population. Ackerman and Paloucci (1983) found that as adequacy of income rises, the quality of life also rises. McTeer and Critus (1990) found that well-being is positively related to occupational status and income. Taylor (1984) reported that factors of socio-cultural background not only
influence well-being of an individual but also are potential in defining and enhancing quality of life.

The findings of the present study that the professionals belonging to upper middle stratum of the socio-cultural background have higher quality of life can be accounted for. It is obvious that the professionals belonging to this level have optimum satisfaction of their lower order needs i.e., physiological and safety needs. They enjoy prestige and status in the society as well, and would derive satisfaction of their social as well as ego needs to an optimum level. Such a satisfaction may provide more and more scope for the operation of self-actualization needs and may lead to satisfaction of the same to a certain level. Thus their quality of life becomes higher, whereas this may not be so with professionals in the middle stratum of socio-cultural background.

The professionals belonging to upper middle stratum of socio-cultural background, who have higher expressed job satisfaction and have selected their occupations are found to have lower economic interests. It is to be remembered that the professionals from upper middle stratum of socio-cultural-background have higher quality of life. This in a way, implies the optimum satisfaction of lower order needs and thus the economic interests might have receded to the background leaving the scene to the operation of higher order needs.
A trend similar to the observed relationship between socio-cultural background and economic interests is also noticed with regard to the relationship between expressed job satisfaction and economic interests, even though it is not significant. Such a trend may be due to the higher happiness that may be derived from job satisfaction than by the satisfaction that economic gain may lead to. However, this needs further study.

The professionals who choose their occupations in accordance with their abilities and interests may involve in more satisfying work activities and thus may strive to actualize their potentialities, and fulfil their aspirations through the satisfaction of higher order needs. Because of this the economic interests may be less pronounced in them. On the other hand, the professionals who enter their occupations by chance may use the same mainly for economic gain and so their economic interests may continue to be pronounced. Therefore, the observed negative relationship between selection of occupation and economic interests seems to be well in accordance with the prevailing conditions.

The fact revealing a negative relationship between socio-cultural background and secretarial as well as legal-administration interests may be due to the relative prominence of secretarial and legal-administration activities in some of the professions as in the engineering and legal
professional groups included in the present study. It may be remembered here that these two groups have shown relatively pronounced secretarial as well as legal-administration interests. Besides, most of the persons in these two groups are found to emerge from the middle stratum of the socio-cultural background. Their early life experiences might have been influenced by knowledge and experience relating to secretarial and legal-administration activities.

The observed negative yet significant relationship of technology interests of professionals with their age is an interesting fact which calls for further observation. However, it is possible that the technical knowledge and skills which sustain the interests during the more productive period might have become secondary as a consequence of the emergence of new interests peculiar to later middle age.

Similarly, it is observed that higher the expressed job satisfaction of professionals, lower are their technology interests. This is again an interesting fact that has emerged, which requires further observations. Yet, it is possible that the job satisfaction one derives from his work may not enhance the technology interests noticeably. Further it is to be noted that in this study except the engineers all the other groups have shown
lower technology interests. This might have contributed to the above relationship.

It is to be noticed that the socio-economic status which has contributed to technology interests along with the other two variables—age and expressed job satisfaction—has not contributed significantly alone. Yet one may observe the trend in its positive relationship to technology interests. The professionals coming from the upper middle class tend to have technology interests which are relatively pronounced, when compared to their counterparts, i.e., the middle class. Such a trend may be due to their wider exposure to knowledge and activities relating to technology in terms of greater opportunities for observation, learning and experience.

The observed findings that the professionals belonging to upper middle stratum of socio-cultural background have significantly less pronounced outdoor-physical interests than their counterparts, and the professionals coming from upper middle class tend to have more pronounced out-door physical interests than their counterparts are significant to note and to reflect upon. These facts do warrant further studies. However, it is significant to notice that these two variables socio-cultural background and socio-economic status— even though appear to be similar, have come out to be somewhat different. Their
differential contribution to outdoor-physical interests may be due to the extra components in the socio-cultural background for example, caste in our society. The persons belonging to upper caste in our society, are not frequently exposed to outdoor-physical activities and they have little scope for the development of outdoor-physical interests. It is also true of the professionals coming from urban background.

The professionals who have chosen their jobs, whose wives are employed and who belong to upper middle stratum of socio-cultural background are observed to have significantly more pronounced scientific interests than their counterparts, i.e. the professionals who have entered their jobs by chance, whose wives are not employed and who belong to the middle stratum of socio-cultural background. This may be due to the greater exposure of the upper middle group to the rational scientific outlook of the modern times.

The findings that higher age and high expressed job satisfaction of professionals have collectively but not individually contributed significantly to their linguistic-literary interests, need further observations for their substantiation. However, these findings do reflect the influence of age and expressed job satisfaction on linguistic-literacy interests. It is not uncommon to observe the older people and the
persons who are more satisfied with their work, developing more interests in literary activities. For them such activities may become more pleasant and means towards self-expression and actualization.

The finding that the professionals with higher age have lower protective service interests can be accounted for in terms of their decreased physical energy and increased family responsibilities. On the other hand, youngsters being more energetic and active may show more pronounced protective service interests. They may also be prepared to accept challenges implied in protective services.

The findings that professionals coming from the middle class have more pronounced protective service interests than their counterparts, and also that the professionals belonging to the upper middle stratum of socio-cultural background have more pronounced protective service interests than their counterparts calls for our special attention. These two findings seem to contradict each other to some extent. However, when we look into the components of these variables the problem solves itself. The component like caste for instance, in the variable socio-cultural background seems to contribute significantly towards protective service interests. It may be observed that the socio-cultural factors seem to be more potent than the economic factors influencing protective service interests.
Even though the finding that five of the eight given variables (Selection of occupation, SES, SCB, working status of wife and number of children) together contributed significantly to education interests, it may be noted that only one of them i.e., socio-cultural background individually has contributed significantly. The persons belonging to the middle stratum have more pronounced education interests than the persons belonging to the upper middle stratum of socio-cultural background. This may be due to the fact that the persons in the middle stratum have relatively lesser exposure to a variety of educational and occupational activities compared to the upper middle group, who have relatively wider exposure to different educational and occupational activities.

The findings that the professionals coming from the middle class have more pronounced medical interests than those coming from the upper middle class; and the professionals belonging to the upper middle stratum of the socio-cultural background have more pronounced medical interests than those belonging to middle stratum, draw our attention. As in the case of protective services interests here also, there seems to exist a noticeable difference between the two variables - socio-economic status and socio-cultural background in influencing medical interests. Upper middle socio-cultural stratum seems to have a significant influence on medical interests than the upper middle socio-economic status. It is possible that the caste and the
The rural-urban components of the variable socio-cultural background would promote the growth and development of medical interests more than the variable socio-economic status would because of the service and the status value attached to the medical profession.

The findings that job involvement of professionals is related significantly to their selection of occupation, expressed job satisfaction and socio-cultural background are noteworthy, indeed. The professionals who have chosen their occupations have shown significantly higher job involvement than the professionals who have taken them by chance. While choosing their occupations, they might have been directed more by their abilities and interests, and thus might have become more involved in their jobs. On the other hand, those who have entered their occupations merely by chance might have been mainly influenced by economic gain and need for social status and thus their job involvement might have been significantly low.

The findings that higher the expressed job satisfaction of professionals, higher will be the job involvement, supports the findings of some of the studies involving scientists, supervisors, engineers, teachers, doctors and lawyers. For example, Shanthamani (1982) found a higher and significant positive correlation between job satisfaction and job involvement among engineers and scientists. Misra and Singh (1986) found out that
job involvement and job satisfaction of first level supervisors, are positively related. Similarly in a study by Aminabhavi and Dharanendriah (1992) professional men and women as a group with highly expressed job satisfaction have shown significantly higher job involvement.

Such findings are well in accordance with the popular notion that job satisfaction and job involvement go together.

The finding that professionals belonging to the upper middle stratum of socio-cultural background have higher job involvement has been suggested by some earlier studies. Aleem and Khandewal (1988), for example, found that the socio-cultural factors like education and income were positively related to job involvement. In another study by Aminabhavi and Dharanendriah (1992) it was found that the upper class professionals had higher job involvement than the middle class professionals. Professionals belonging to upper middle socio-cultural background, apart from having optimum satisfaction of their basic as well as social and ego needs, may be actively expressing themselves through their work and may become more involved in their jobs.
5.3. Highlights

The following are the highlights of the findings relating to the contribution of age, length of service, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background, working status of wife and number of children of professionals to their quality of life, vocational interests and job involvement:

The professionals with higher age have relatively less pronounced technology and protective service interests than their counterparts.

The professionals who have chosen their occupation have more pronounced scientific interests and also higher job involvement, but less pronounced economic interests.

The professionals with higher expressed job satisfaction have higher quality of life and job involvement but less pronounced technology interest.

The professionals coming from upper middle class have less pronounced protective service and medical interests.

The professionals belonging to upper stratum of socio-cultural background have higher quality of life;
relatively more pronounced scientific, protective service and medical interests; and also have higher job involvement, while they have relatively less pronounced economic, secretarial and education interests.

The professionals with working wives have relatively more pronounced scientific and medical interests than their counterparts.

On the whole, it is observed that, age, selection of occupation, expressed job satisfaction, socio-economic status, socio-cultural background and working status of wife of professionals have contributed significantly to their quality of life, vocational interests and job involvement, differentially.