CHAPTER 7

SUMMARY & CONCLUSION
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In this modern work-oriented society, occupations are the principal determinant of social status. It is natural that occupations are the most common means of social superiority. There is an intricate relationship between choice of occupation and effective living, which seems to be essential for self development. The work a man does, tells more about the significant activities in his 'work culture'.

Work cannot be considered apart from the individual who performs it. His motives, his experiences and his social interrelations with his family members, company and community to which he is part of must always be considered. In other words, work takes on different shades of meaning and effects to various people.

The functioning of a man in a work situation is a function of man interacting with his environment. The working conditions (physical and interpersonal) are good enough to decide upon the relative factors like morale, satisfaction, involvement, commitment etc., and can give rise to stress & strains in the job.

Considering the relationship of man with his pursuing occupation and its consequences on general well being of the individual both at work and in society, the endeavor of the present study is to investigate Job Involvement, Self esteem, Stress and Health of individual of four different occupations – Teachers, Doctors, Engineers and Nurses which obviously justifies its importance.

Therefore, in the light of the above background the present research was an attempt to investigate the problem, "An empirical study of Job involvement, Self esteem, Stress & Health in relation to different professionals".

A need was felt to investigate firstly how the various occupational demands make their impact on the job involvement and self esteem of the
person. Secondly, how do people with different occupations perceive and react to the various stresses that could come along with their life. Thirdly, what impact these factors leave on the general physical and psychological health of the person. And lastly, it was also felt to study the effect of demographic variables like sex, income and tenure factors on the above variables, job involvement, self esteem, stress and health. Therefore, the present study Nature of Job, Sex, and Tenure were considered as Independent Variables; while Job involvement, Self esteem, Life stress and Health were taken as the Dependent Variables.

In order to study job involvement, self-esteem, stress and health with respect to various professions ex-post facto method was used and, accidental sampling technique was adopted. The sample comprises of different professions viz. Teachers, Doctors, Engineers and Nurses, making the strength of total 400 subjects. Out of this total sample, 200 subjects were male and 200 female. In order to match the group design each gender sample of 200 was further divided into sample of 50 each.

Personal Data Schedule, Job Involvement Scale by Kanungo (1982), Social Readjustment Rating Scale (SRRS), by Holmes and Rahe (1967), Self Esteem: Inventory by Dr. G.P. Thakur and Dr. M.S. Prasad (1977), and Medico-Psychological Questionnaire by Dr. J. Bharat Raj (1986) was used for this study.

Statistical measures like Mean, Standard Deviation, Correlation, Chi-square, and 'C' contingency coefficients were employed to organize, analyze and interpret the data.

From the present study, the following results were obtained and conclusions were derived:

**Job Involvement**

1. A significant difference was obtained across the four professional groups of Teachers, Doctors, Engineers and Nurses regarding Job involvement.
2. The Engineers showed the highest Job Involvement amongst all the four professional groups while the Teachers showed the least amount of Job Involvement across the four professional groups.

**Self Esteem**

1. A significant difference was obtained for SPS dimension of Self esteem across all the four professional groups.

2. There was non-significant difference for PPS dimension of Self esteem across all the four professional groups.

3. All the four professionals – Teachers, Doctors, Engineers and Nurses had 'Positive' Self esteem with PPS scores higher than SPS scores.

**Life Stress**

1. A significant difference was obtained across all the four professional groups for the Total Life Stress Scale Score.

2. The Engineers scored the highest mean for Life Stress while the Teachers scored the lowest mean amongst all the four professional groups.

3. Regarding the various factors, there was significant difference across the four professional groups for Health, Work and Family & Home. The factors Finance and Personal & Social were found to be non-significant.

**Health**

1. There was significant difference across the four professional groups for the Total Health Scale Score. Nurses showed the highest mean score, while Engineers showed the lowest mean score.

2. Regarding factors of Health Scale, there was significant difference found for Depression and Neurasthenia. For the other factors – Hysteira, Anxiety and Obsessive Compulsive Neurosis, there was no significant difference obtained across the four professional groups.
3. Teachers ranked Neurasthenia as the most prominent health problem, while the Doctors, Engineers and Nurses ranked Depression as the most prominent health problem.

**Gender Difference**

1. A significant difference was obtained between Females and Males of Teachers and Nurses regarding Job Involvement, while it was non significant for Doctors and Engineers.

2. A significant difference was obtained between Females and Males of Teachers (on both SPS and PPS dimensions) and Engineers (only SPS) for Self esteem. No significant difference was obtained between Female and Male professionals for Doctors and Nurses.

3. A significant difference was obtained between Females and Males of Teachers, Engineers and Nurses for total Life Stress Scale Scores.

4. Regarding the Life Stress factors, a significant difference between Female and Male Teachers was obtained for Family & Home and Personal & Social.

5. Regarding Female and Male Doctors, significant difference was obtained for Family & Home factor.

6. Regarding Engineers, significant difference between Females and Males was obtained for Work, Family & Home and Personal & Social factors.

7. Regarding Nurses, a significant difference between Females and Males was obtained for Health, Finance and Family & Home factors of Life Stress Scale.

8. A significant difference was obtained between Females and Males of Doctors and Engineers for the Total Health Scale Score. However, no significant difference was obtained for Teachers and Nurses group.
9. Regarding the factors of Health Scale for the group of Teachers, Doctors and Engineers, no significant difference was obtained between Females and Males. Amongst Nurses a significant difference was obtained for the Depression factor.

10. In the Female group, Teachers ranked Anxiety as the highest problematic factor, while Doctors, Engineers and Nurses ranked Depression as the most problematic factor.

11. In the Male group, Teachers ranked Anxiety as the most problematic factor while Doctors and Nurses ranked Depression as the most problematic factor. The Engineers ranked Neurasthenia as the most troublesome factor.

**Relationship with Income**

1. A positive and significant correlation between Income and Job Involvement was obtained for Teachers, Doctors and Engineers, while it was non-significant for Nurses.

2. Positive and non-significant correlation values were obtained between Income and PPS dimension of Self esteem for all the four professional groups.

3. Regarding SPS dimension of Self esteem, a positive significant correlation was obtained for Doctors and Engineers, while a positive non significant correlation was obtained for Teachers and Nurses.

4. Regarding correlation between Income and Life Stress, a positive but non-significant correlation was obtained for Teachers, while it was negative and non-significant for Doctors, Engineers and Nurses.

5. Positive and non-significant correlation values were obtained between Income and Health for all the four professional groups.
Relationship with Income Levels

1. A significant relationship between Income Levels and Job Involvement levels was obtained for Teachers, Doctors and Engineers, while it was non-significant for Nurses.

2. The highest 'C' contingency coefficient was obtained for Engineers group while the lowest 'C' contingency coefficient was obtained for Nurses.

3. A significant relationship between Income levels and Self esteem levels was obtained for all the four professional groups.

4. The highest 'C' contingency coefficient was obtained for Doctors, while the lowest 'C' contingency coefficient was obtained for Teachers.

5. A significant relationship was obtained between Income levels and Life Stress levels for Doctors, while it was non-significant for Teachers, Engineers and Nurses.

6. The highest 'C' contingency coefficient between Income level and Life Stress level was obtained for Doctors' group while the lowest 'C' contingency coefficient was obtained for Nurses.

7. A significant relationship was obtained between Income levels and Health levels for Engineers' group, while it was non-significant for Teachers, Doctors and Nurses.

8. Amongst the four professionals groups it was found that Engineers scored the highest 'C' contingency coefficient value between Income levels and Health levels while Teachers scored the lowest 'C' contingency coefficient.
Relationship with Income (Females & Males)

1. A positive significant correlation was obtained between Income and Job Involvement for Female Teachers and Nurses, while it was non-significant for Female Doctors and Engineers.

2. A positive significant correlation between Income and Job Involvement was obtained for Male Teachers and Nurses, while it was non-significant for Male Doctors and Engineers.

3. A positive but non-significant correlation between Income and PPS dimension of Self esteem was obtained for all the four groups of Female professional groups.

4. A positive non-significant correlation was obtained between Income and PPS dimension of Self esteem for Male Teachers, Doctors, Engineers and Nurses.

5. A positive significant correlation was obtained between Income and SPS dimension of Self esteem for Female Doctors and Nurses, while it was non-significant for Female Teachers and Engineers.

6. A positive and significant correlation was obtained between Income and SPS dimension of Self esteem, for Male Doctors and Engineers while it was non-significant for Male Teachers and Nurses.

7. A negative and significant correlation was obtained between Income and Life Stress for Female Engineers, while it was non-significant for Female Nurses. A positive but non-significant correlation was obtained for Female Teachers and Doctors.

8. A negative and significant correlation was obtained between Income and Life Stress for Male Teachers, while it was non-significant for Male Doctors, Engineers and Nurses.

9. A positive and significant correlation was obtained between Income and Health for Female Engineers, while it was non-significant for Female
Teachers and Doctors. A negative but non-significant correlation was obtained for Female Nurses.

10. Positive but non-significant correlation values were obtained between Income and Health for all the four Male professional groups.

**Relationship with Income Levels (Females and Males)**

1. A significant relationship was obtained between Income levels and Job Involvement levels for Female Doctors and Engineers, while it was non-significant for Female Teachers and Nurses. The highest 'C' contingency coefficient was obtained for Female Doctors while the lowest for Female Nurses.

2. Regarding Male professionals, significant relationship was obtained between Income levels and Job Involvement levels for Doctors and Engineers, while it was non-significant for Male Teachers and Nurses. The highest 'C' contingency coefficient was obtained for Male Engineers while the lowest for Male Nurses.

3. Significant relationships were obtained between Income levels and Self esteem levels for all the four Female professional groups. The obtained 'C' contingency coefficients were almost of the same magnitude for all the four Female professional groups.

4. Significant relationship was obtained between Income levels and Self esteem levels for Male Teachers, Doctors and Engineers, while non-significant relationship was obtained for Male Nurses. The highest 'C' contingency coefficient was obtained for Male Teachers while the lowest for Male Nurses.

5. The relationship obtained between Income levels and Life Stress levels were found to be non-significant for all the four Female professional groups. The 'C' Contingency coefficients obtained for all the four Female professional groups were almost of the same magnitude.
6. A significant relationship was obtained between Income levels and Life Stress level for Male Teachers, while it was non-significant for Male Doctors, Engineers and Nurses. The 'C' Contingency coefficient obtained was highest for Male Teachers while the lowest for Male Doctors.

7. Non-significant relationships were obtained between Income levels and Health levels for all the four Female professional groups. The highest 'C' contingency coefficient was obtained for Female Teachers, while the lowest for Female Doctors.

8. A significant relationship between Income levels and Health levels was obtained for Male Nurses, while it was non-significant for Male Teachers, Doctors and Engineers. The highest 'C' contingency coefficient was obtained for Male Nurses, while the lowest for Male Doctors.

Relationship with Tenure

1. Positive but non-significant correlation values were obtained between Tenure and Job involvement for all the four professional groups.

2. A positive significant correlation was obtained between Tenure and PPS d'm. nsion of Self esteem for Doctors, while a non-significant correlation was obtained for Teachers, Engineers and Nurses.

3. There was positive significant correlation obtained between Tenure and SPS dimension of Self esteem for Engineers, while it was non-significant for Doctors and Nurses. A negative but non-significant correlation was obtained for Teachers.

4. A positive and significant correlation was obtained between Tenure and Life Stress for Doctors, while it was non-significant for Teachers and Nurses. A negative but non-significant correlation was obtained for Engineers group.

5. A negative and significant correlation was obtained between Tenure and Health for Nurses, while it was non-significant for Teachers and

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Engineers. A positive but non-significant correlation was obtained for Doctors group.

**Relationship with Tenure levels**

1. A significant relationship was obtained between Tenure levels and Job involvement levels for Doctors, while it was non-significant for Teachers, Engineers and Nurses.

2. The highest 'C' contingency coefficient showing the relationship between Tenure levels and Job involvement levels was obtained for Doctors, while the lowest 'C' was obtained for Teachers and Nurses.

3. A significant relationship between Tenure levels and Self Esteem levels was obtained for the Doctors, while non-significant relationship was obtained for Teachers, Engineers and Nurses.

4. The 'C' contingency coefficient showing the relationship between Tenure levels and Self Esteem levels was found highest for Doctors and lowest for Nurses.

5. There was significant relationship obtained between Tenure levels and Life Stress levels for Doctors, while it was non-significant for Teachers, Engineers and Nurses.

6. The 'C' contingency coefficients depicting the relationship between Tenure levels and Life Stress levels were obtained to be almost same for all the four professional groups.

7. Non-significant relationships were obtained between Tenure levels and Health levels for all the four professional groups.

8. The highest 'C' contingency coefficient obtained between Tenure levels and Health levels was for Doctors, while lowest 'C' value was obtained for Teachers.
Relationship with Tenure (Females and Males)

1. Positive and non-significant correlation values were obtained between Tenure and Job involvement for Females Teachers, Doctors and Engineers while it was negative and non-significant for Female Nurses.

2. Positive and non-significant correlation values were obtained between Tenure and Job involvement for all the four Male professional groups.

3. A positive and significant correlation was obtained between Tenure and PPS dimension of Self esteem for Female Engineers, while it was positive and non-significant for Female Teachers, Doctors and Nurses.

4. A positive and significant correlation between Tenure and PPS dimension of Self esteem was obtained for Male Nurses, while it was positive and non-significant for Male Teachers, Doctors and Engineers.

5. A positive and significant correlation between Tenure and SPS dimension of Self esteem was found for Female Doctors, while it was positive and non-significant for Female Teachers, Engineers and Nurses.

6. Positive and non-significant correlation values were obtained between Tenure and SPS dimension of Self esteem for all the four Male professional groups.

7. There was positive and significant correlation obtained between Tenure and Life Stress for Female Nurses, while it was positive and non-significant for Female Teachers, Doctors and Engineers.

8. Positive and non-significant correlation values were obtained between Tenure and Life Stress for Male Teachers, Doctors and Engineers while it was negative but non-significant for Male Nurses.

9. Negative and non-significant correlation values were obtained between Tenure and Health for Female Teachers, Doctors and Nurses, while it was positive but non-significant for Female Engineers.

10. Negative but non-significant correlation values were obtained between Tenure and Health for all the four Male professional groups.
Relationship with Tenure levels (Female and Males)

1. Non-significant relationship was obtained between Tenure levels and Job involvement levels for all the four Female professional groups. The 'C' contingency coefficients were almost of the same magnitude for all the four Female professional groups.

2. A significant relationship between Tenure levels and Job involvement levels was obtained for Male Engineers, while it was non-significant for Male Teachers, Doctors and Nurses. The highest 'C' contingency coefficient was obtained for Engineers, while the lowest for Male Teachers.

3. A significant relationship was obtained between Tenure levels and Self esteem levels for Female Teachers, while it was non-significant for Female Doctors, Engineers and Nurses. The highest 'C' contingency coefficient was obtained for Female Teachers, while the lowest for Female Engineers and Nurses.

4. Non-significant relationships between Tenure levels and Self esteem levels were obtained for all the four Male professional groups. The 'C' contingency coefficients were obtained almost same for all the four Male professional groups.

5. Non-significant relationships were obtained between Tenure levels and Life Stress levels for all the four Female and Male professional groups.

6. A significant relationship was obtained between Tenure levels and Health levels for Female Nurses, while it was non-significant Female Teachers, Doctors and Engineers.

7. The highest 'C' contingency value was obtained for Female Nurses while the lowest for Female Teachers.

8. Non-significant relationships were obtained between Tenure levels and Health levels for Males of all the four Professional groups.