CHAPTER - 3

PURPOSE OF THE STUDY
JUSTIFICATION OF THE STUDY

Occupational choices are the inevitable aspects of social life, which have important consequences for the individuals who make them. They provide considerable latitude of choice for a typical person entering the labour market. The forty or more hours a week spent on the job represents over the course of a working lifetime, a tremendous investment that may reap rich rewards or may produce intense dissatisfaction. Further more, the effects of the occupational choices are not restricted to the work situation, but often influences where and how the person will spend his non-working hours.

The significance of the occupational choice for the individual stems primarily from the irreversibility of the decision. Although people do change their occupations but the psychological and economic costs of doing so are great, particularly where the occupations require extensive training or preparation. Consequently, the vast majority of vocational choices in our society are life time choices and commit the decision maker to pursuing a kind of work and, in many cases, a style of life for the remainder of his working years.

Occupations determine various social and psychological significance associated with it. The person seeking the occupation is embedded in and around those significant associated characteristics. Work and occupation play an important role in judging the social status of the man signifying his luxuries and necessities. Occupation also moulds the values and attitudes of the person. This results as the pride of having a specific skill, interest and knowledge in job matters, internalization of motives, a particular life style to fulfill the job requirements, exposure, etc.

One more factor that is very important, is the social behaviour of the person seeking a particular occupation. His job demands will be a very much deciding factor for the schedule of work, daily routine, his meeting with
particular type and set of people, the problems he will have to confront with and the catchment area of power and authority.

Kornhauser (1965), suggested three mechanisms for reactions of people to their work:

1) Jobs can affect the level of activation of employees and thereby influence,
   (a) their cognitive and motor capabilities to adequately perform the work,
   (b) their effective reaction to the work.

2) Jobs can provide incentives for individuals to obtain satisfaction of important needs (or to achieve important goals) by engaging in particular on-the-job behaviour. This mechanism would appear to have considerable potential for developing long term motivation of employees.

3) Jobs can affect the need and goals of employees directly, thereby indirectly influencing the kinds of opportunities for need satisfaction or goal attainment that employees seek out.

Unfortunately there are very few studies that test the job choice. Much of the research that has been done has looked only at the effects of economic variables. Moreover, in this age of computers and electronics, drastic change in the organizational infrastructure and climate has been introduced. Latest technology has taken place for obsolete and outdated one. The physical and the social environment in every organization have undergone major changes. The need pattern, the satisfaction scores, and means of gratification all has totally changed the nature of job and psychological perspective of the individual. The growing materialistic world and cut-throat competition for survival has completely changed the altitudes and values of work and worker. Thus in the view of the changed circumstances, it has become imperative to take-up fresh studies regarding research variables in light of various occupations pursued by the subjects.
In the recent years, major changes in the world economy have been introduced by the powerful and industrially advanced nations. Liberalization is forcing all organizations to restructure everything i.e. organizational structure, finance, quality, production, training, personnel, sale, service etc. Their goal is perfection, and providing unmatched quality and impeccable service. Industrially advanced nations are making heavy investments towards improvement of physical environment and for betterment of the worker; both at work and outside the work in terms of welfare, housing, medical, education, bonus, and by providing other facilities and benefits.

Organizations are spending huge amount of money for conducting surveys and researches so that latest information regarding management procedure and means and ways for motivating workers towards achieving maximum output. Worker has become pressed between the personal satisfaction and occupational goals.

In this changed environment, the person's involvement with his occupation is more mental and emotional involvement rather than mere muscular activity. A person's self is involved rather than just one's skill. The individual is more ego involved instead of merely being just task involved.

The employees are expected to work with zeal, interest and enthusiasm, with a high personal and group moral satisfaction, with a sense of responsibility, loyalty and discipline and with pride and confidence in a most cohesive manner so that the organizational goals are achieved effectively.

People react differently to these constraints and demands, which in turn leads to high stress at job. Even stress felt at various junctions of life, and associated with other factor acts as a compounding factor, leading to various psychosomatic disorders. Stress may develop high blood pressure, ulcer, irritability, depression, loss of appetite, etc., leading to total destruction of the psychological make-up of an individual.

Although a great deal of research and studies have been conducted on the occupational choice process but comparatively little attention has
been directed to factors explaining how choices are made, and what impact
does it have on the overall well being of the individual. As stated previously,
psychological factors like gratification of needs and motives (biological &
social), ego satisfaction, power and authority etc. play greater role towards
feelings of satisfaction within a particular profession. In turn all these positive
feelings and attitudes lead to a greater choice of self-development, both at
work and in real life. So, it is one of the main reasons for conducting present
study as it involves the comparison of males and females in four different
occupation in relation to the psychological aspects like job involvement, self
esteem, stress and health with respect to demographic variables like age,
income, tenure, etc.

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. However a very few research studies have been conducted in
and outside India taking these variables into account. Thus importance of
conducting present research study obviously becomes more important and
needful.

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 working in these four different professions of Teachers,
Doctors, Engineers and Nurses. 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.
OBJECTIVES & HYPOTHESIS

Keeping the broad objectives of the present investigation the following specific sub-objectives were formulated:

1. To study significant difference across the four different professions: Teachers, Doctors, Engineers and Nurses, regarding perception of Job Involvement, Self Esteem, Stress and Health Factor.

2. To study the significant difference between males and females regarding perception of Job Involvement, Self esteem, Stress and Health factor under each of the four professions: Teachers, Doctors, Engineers and Nurses.

3. To find out the relationship of income with Job Involvement, Self Esteem, Stress and Health across all the four professions: Teachers, Doctors, Engineers and Nurses.

4. To study the effect of gender difference on the relationship of income with Job Involvement, Self esteem, Stress and Health factors across all the four professions: Teachers, Doctors, Engineers and Nurses.

5. To find out the relationship of Tenure with Job Involvement, Self Esteem, Stress and Health, across all the four professions: Teachers, Doctors, Engineers and Nurses.

6. To study the effect of gender difference on the relationship of tenure with Job Involvement, Self Esteem, Stress and Health factors relating Teachers, Doctors, Engineers and Nurses.

The following hypotheses were formulated on the basis of the specific sub-objective of the present study.

1. There will be significant difference across the four professional groups of Teachers, Doctors, Engineers and Nurses regarding Job Involvement.
2. There will be significant difference across the four professional groups of Teachers, Doctors, Engineers and Nurses regarding Self esteem.

3. There will be significant difference across the four professional groups of Teachers, Doctors, Engineers and Nurses regarding Stress.

4. There will be significant difference across the four professional groups of Teachers, Doctors, Engineers and Nurses regarding Health.

5. There will be significant difference between males and females of each professional group of Teachers, Doctors, Engineers and Nurses regarding Job Involvement.

6. There will be significant difference between males and females of each professional group of Teachers, Doctors, Engineers and Nurses regarding Self Esteem.

7. There will be significant difference between males and females of each professional group of Teachers, Doctors, Engineers and Nurses regarding Stress.

8. There will be significant difference between males and females of each professional group of Teachers, Doctors, Engineers and Nurses regarding Health.

9. There will be positive significant relationship between Income and Job Involvement for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

10. There will be significant relationship between the Income and Self Esteem dimensions for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

11. There will be negative significant relationship between Income and Stress for all the four professional groups: Teachers, Doctors, Engineers and Nurses.
12. There will be negative significant relationship between Income and Health for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

13. There will be significant relationship between the Income levels and Job Involvement levels for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

14. There will be significant relationship between the Income levels and Self Esteem levels for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

15. There will be significant relationship between the Income levels and Stress levels for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

16. There will be negative significant relationship between Income levels and Health Status for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

17. There will be positive significant relationship between Income and Job Involvement for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

18. There will be positive significant relationship between Income and Self Esteem for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

19. There will be negative significant relationship between Income and Stress for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

20. There will be negative significant relationship between Income and Health for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.
21. There will be significant relationship between Income levels and Job Involvement levels for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

22. There will be significant relationship between Income levels and Self Esteem levels for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

23. There will be significant relationship between Income levels and Stress levels for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

24. There will be significant relationship between Income levels and Health Status for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

25. There will be positive significant relationship between Tenure and Job Involvement for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

26. There will be positive significant relationship between Tenure and Self Esteem for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

27. There will be negative significant relationship between Tenure and Stress for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

28. There will be negative significant relationship between Tenure and Health for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

29. There will be significant relationship between Tenure levels and Job Involvement levels for all the four professional groups: Teachers, Doctors, Engineers and Nurses.
30. There will be significant relationship between Tenure levels and Self Esteem levels for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

31. There will be significant relationship between Tenure levels and Stress levels for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

32. There will be significant relationship between Tenure levels and Health status for all the four professional groups: Teachers, Doctors, Engineers and Nurses.

33. There will be positive significant relationship between Tenure and Job Involvement for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

34. There will be positive significant relationship between Tenure and Self Esteem for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

35. There will be negative significant relationship between Tenure and Stress for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

36. There will be negative significant relationship between Tenure and Health for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

37. There will be significant relationship between Tenure levels and Job Involvement levels for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

38. There will be significant relationship between Tenure levels and Self Esteem levels for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.
39. There will be significant relationship between Tenure levels and Stress levels for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.

40. There will be significant relationship between Tenure levels and Health status for both Females and Males for each of the four professional groups: Teachers, Doctors, Engineers and Nurses.