Chapter VI
Summary and Conclusion

“Health is the foundation of well being, virtue, personality, wealth, happiness and solution”.

Health of the individual can be understood in terms of individual’s perception about his health. Perceived health refers to an individual’s assessment of his or her general health. Many American and European studies have demonstrated that perceived health is an important predictor for onset of disability in medical conditions and psychosocial status. The self assessed health status is dependent on an individual's awareness and expectations regarding their health. Self assessed health status may be influenced by a range of factors including access to health services and health information and the extent to which health conditions have been diagnosed. Social constructs of health also influence this assessment, for example definitions of health and the existing level of health within the community, judgments that one's own health is about the same, better or worse compared to others in this community.

There is a saying that “sound mind in sound body” it means that the mental health of the people depends on the physical health. Health knowledge and attitude constitute an important dimension contributing to health. The prevention of disease is the best method of health care and perfect health, this should be our aim. For achieving this we have to deal with all aspects of body, mind environment, behavior and consciousness. Human health is an important factor for personality development. Healthy person remains generally successful in his life. Unhealthy person become problem for his family and his
society. Consequently, the fate of the nation depends upon the health of its citizens. Health has been defined in various ways. It has been defined as a “state of complete physical, mental and social well-being, not merely the absence of diseases. The habits pattern of thinking, emotional experience and attitude influence the over all quality of life, as the sociology and cultural back ground effect the life style.

A psychological view of mental health: Mental health is the ability to adjust satisfactorily to the varies strains of the environment, we meet in life. Good physical health means absence of disease, with good personal adjustment in daily life, working with full efficiency. It is rather difficult to define ‘good mental ‘health and poor mental health.

Health is determined through, Socio-cultural and national factor, Socio-demographic factors, Social and family factor, Biological factor Legislative factors, Macro- economics factors.

Research has repeatedly shown that mental and emotional processes are some how implicated both in good health and in most physical diseases. Definitive proof of such relationship however and a beginning knowledge of what is happening in the body are relatively recent accomplishment.

Self esteem refer to a person’s subjective evaluation of their own worth: put simply, it is how good a person feels about him of herself.

Personality health association may reflect at least three distinct processes (Contrada 1999, Rozan ski 1999) personality difference may be related to pathogenesis mechanism that promote disease. This has been evaluated most
directly in studies relating various facets of disagreeableness to greater reactivity in response to stressful experiences (Smith and Gallo 2001) psychology even more may be known about this trait than previously recognized, in light of new evidence that neuroticism my be part of underlying dimension that includes Self esteem, Locus of control and generalized self efficacy (Judge et al 2002). A number of researchers have suggested that some aspect of this trait may be rooted in a biological system at helping guard against potentially threatening or harmful situation (Rothbart 2000, Watson 1999).

Shift work is a form of work scheduling involving a process in which a group of worker succeeds each other at the same workstation in shift. During the past two decades, interest in subjects' perceived health has become one of the important research fields in epidemiology and research concerning health services. In the new globalize and innovational world, competition is inevitable and due to the tremendous pressure, stress is experienced by every one with at the personal or the organization level. There are evidences that relate SES, Self concept personality type, with very few attempts have been made to study self assessment of health of employees in industrial sector. Perceived health status of the employees in relation to personality and self esteem have not been much worked. There fore a study entitled perceived health status in relation to self esteem, personality and nature of work was undertaken for the research work.

Shively, (2005). Examined the effect of behavior management on health related quality of life (HRQL) in patients with heart failure. Intervention patients showed significantly improved self – reported disease specific HRQL
(MLHF- physical dimension score) over time compared to control patients, there were no group differences in exercise performance, physical functioning, mental functioning of general health perceptions.

Smith, (2006). found no correlation between scores on the general health Index and the general health promotion life programmed for cancer patients of adolescent age.

Kendall, (2001). Examined the ways in which adolescents with congenital cardiac disease believed that the condition had affected their life, and how these view were related to their perceived health. Slightly less than half (46%) perceived their health as either “good” or “very good”, and one – third (33%) rated it as “average”. The majority (66%) felt themselves to be “the same” as, or only very slightly “different” from, their peers. The assessment of the degree to which they saw themselves as different from other “complexity of the underlying medical condition” as rated by their physician. It was the psychosocial themes, such as exclusion from activities or the effect of the condition on relationships, that were most strongly related to the perception of the health by the adolescents. Improved education of parents, teachers and peers, and attendance at classes for cardiac rehabilitation, might help to ameliorate some of this problem.

Naren Wang, (2005). Noted that perceived health was associated with socio-economic and social characteristics among middle-aged and elder residents in Japan.

For good health it has been recognized that the community the biomedical and the psychological factors bring changes human behavior, and physical health.
The examination of the review reveals that the two broad domains of variable affect the health, the social environmental factors and the individual factors. Smith,(2005). Attempted to study the cultural and socio-economic forces that shape belief about diabetes and its self- management. They concluded that understanding patients illness experience from with in their culture framework in important for successful community programming regarding chronic disease management.

Suzuki (2004) conducted a survey of employees with questions from the general health questionnaire in the hope of improving the work environment of supervisor (employees) and to provide data that will allow a discussion of the measures necessary for preventing medical errors, thus improving occupational health, for each type of accident , the percentage of these who had made medical errors was significantly higher for the “ Mentally in poor health “ group than for the ‘mentally in good health “ group logistic regression analysis had revealed significant associations  between experience of medical errors in the past 12 month and being mentally in poor health , with night or irregular shift work, and age.

Investigation of the quality of life, life satisfaction happiness and demands of work in workers with different work schedules while both group of shift workers, compared to non shift worker , compared to non shift workers, The result reveal need of physical effort to complete their work and reported being more physically tied no differences were found in reports of over all happiness, life satisfaction or total quality of life , However, night shift workers reported grater percentage of time unhappy than the other two group of workers .Elovaino (2006) reported that justice at work, fair decision making
procedures and managerial skill are important factor in an effort to develop healthy and will functioning work place. Work environment that may require some adaptive response on the part of employees (Jex, p. 182). Role stressors, workload interpersonal conflict, organizational constraints, job autonomy, and participative decision making are commonly studied. Booth- Kewley and Vickers (1994) found the “Big Five” personality dimensions, neuroticism, and extraversion, openness to experience, agreeableness, and conscientiousness to be reliable predictors of health behavior. An investigation into self esteem and optimism is expected to demonstrate a link as well.

The review of studies show that there are ample of researches in the field of PH. It has been studied with various important aspects concerning life events. Studies reveal relationship of PH with SE, PH with various personality dimensions; with Age; with Nature of Work; with Health, with job satisfaction, etc.

There is need to find accurate and reliable indicators on which to base the planning, provision and evaluation of health services. Self assessments of health is important, and are better predictors of adjustment to major episodes of illness. The self assessment of health, major influenced by many psychosocial factors.

Subjective health measurement is contributing to the evaluation of health problems, the burden of diseases and health needs at the population level. Perceived health status is not a substitute for more objective indicators but rather complements these measures. Studies have shown perceived health to be a good predictor of subsequent mortality. During the past two decades, interest
in subjects' perceived health has become one of the important research fields in epidemiology and research concerning health services. In the new globalize and informational world, competition is inevitable and due to the tremendous pressure, stress is experienced by every one with at the personal or the organization level. There are evidences that relate SES, Self concept personality type, with very few attempts have been made to study self assessment of health of employees in industrial sector. Perceived health status of the employees in relation to personality and self esteem have not been much worked there fore a study entitled perceived health status in relation to self esteem , personality and nature of work was undertaken for the research work. In the present study an attempt is made to find out association between self assessments of health i.e.; perceived health, self esteem, personality and nature of work.

The sample of the study consisted of managers and supervisors from various industries of Raipur and Bhilai. The Industries were basically production units from private sector organizations, production units include both Iron and Steel production units. The total sample consisted of 546 managers and supervisor. Working in work and non works area with shift and day duties.

To assess perceived health the Cornell Medical Index, C.M.I. developed by Wig, Prasad and Verma (1971) was used.

To assess self esteem, (SES) scale developed by Prasad and Thakur (1977) was used.

To measure these E and N dimension of personality, A Hindi version of Eysenck Personality Questionnaire (EPQ) prepared by Jitendra Mohan (1985) was reckoned suitable.
The main objective of the study is to find out relationship of perceived health with self esteem, personality (neuroticism), working in shift and day duties. Thus, the variables of the undertaken study are:

Dependent variable (Perceived Health – physical health, emotional health and total physical and emotional health), Independent variable (self esteem, nature of work, personality), self esteem- personally and socially desirable and undesirable. Personality – extroversion and neuroticism (high and low). Nature of work (shift and day duty employees).

The study is divided in two parts:
The first part deals with the description of perceived health status of the employees. The second part deals with the relationship of perceived health with the self esteem and neuroticism, age and nature of work and causal relationship of PH with self esteem, neuroticism, age and nature of work. An attempt is also made to find out best predictors of perceived health from self, personality and nature of work.

More specifically, an attempt is made to find out whether or not manager/Supervisor with high and low self esteem differ in their feeling of perceived health. For this purpose the subjects were divided into high and low self esteem, and personality (neuroticism) on the basis of median, nature of work taken on two levels day and shift duties. For this purpose managers and supervisors, with day and shift duties, personality was detected with the help of scoring pattern given in the manual. Managers / Supervisors score on neuroticism, extroversion, dimension of the scale were considered. The
respondents responses were categorized high and low, on two dimensions of personality on the basis of median values as cut scores.

Data has been collected from the employees working in industries in shift and general duties (work and non works area).

Findings:
In the part one of the study the descriptive picture of the self assessed health problem perceived by the employees is presented. For this purpose the mean score of perceived health in total, and perceived physical health and emotional health of the employees is dealt with. An attempt is also made to find out the percentage of employees showing various perceived physical and emotional health problems. The major trends observed in the part -I findings of the study are as follows –

The employees have shown high mean scores for perception of, physical health related problems in comparison to emotional health problem.
The high percentage of employees, perceive more physical health problem, where as percentage of employees perceiving emotional health problem is low.

Percentage of day duty employees perceiving physical and emotional health problem, is higher than the shift duty employees, perceiving the physical health and emotional health.

The percentage of employees showing problem related to different dimension of perceived health measured, was also computed and the findings revealed that:
Percentage of employees perceiving health problem related to skin, respiratory, depression, fatigue, and musculo-skeleton system problem was found to be high.

High percentage of the day duty employees perceived more physical health problems than the emotional health problem.
The percentage of day duty employees perceived more health problems than the shift duty employees.

Part II-
In the part II of the study, an attempt is made to find out relation of various perceived health problems with self esteem, nature of work and personality. It is also aimed to find out the best predictors of self esteem, nature of work and personality, for PH and its various components.

The difference in perceived health problems with respect to self esteem, nature of work and personality was also examined.

To accomplish the above objectives the correlation and regression analysis and 2 x 2 x 2 ANOVA was performed with the help of SPSS 16\textsuperscript{th} version.

The outcome of the correlational analysis is presented below-
Factor HT which means physical and emotional health related problem was found to be significant, and negatively related with SS1 (personally desirable perception), positively related with SU1 (personally undesirable perception), and SU2 (socially undesirable perception), negatively related with SS2 (socially desirable perception).
Factor HTAL means total physically health related problem, it was found to be significantly positively related with SU1 (personally undesirable perception), negatively related to SS2 (socially desirable perception) and positively related with SU2 (socially undesirable perception).

Factor HTMR which means totally emotional health related problem was found to be significantly negatively related with SS1 (personally desirable perception).

Factor HA, which means eye and ear related problem was found to be significant negatively related with SS1 (personally desirable perception).

Factor HB, which means respiratory system related problem was found to be significant negatively related with SS1 (personally desirable perception), negatively related with SS2 (socially desirable perception) and negatively related with Lie (social desirability) on acceptance.

Factors HC, which means cardio vascular related problem was found to be significant and negatively related with SS1 (personally desirable perception) and SS2 (socially desirable perception).

Factor HD, which means digestive system related problem was found to be significantly positively related with personally undesirable (SU1) perception.

Factor HE, which means musculo-skeleton system related problem was found to be significantly positively related with age, psychotic, and neuroticism.

Factor HF, which means skin related problem was found to be significantly, positively related with SU1 (personally undesirable perception), negatively
related with SS1 (personally desirable perception) and SS2 (socially desirable perception).

Factor HG, which means nervous system related problem, was found to be significantly, negatively related with SS1 (personally desirable perception), positively related with SU1 (personally undesirable perception) and negatively related with SS2 (socially desirable perception) and positively related with SU2 (socially undesirable perception).

Factor HH, which means genito urinary system related problem was found to be significantly, negatively related with SS1 (personally desirable perception), positively related with SU1 (personally undesirable perception), negatively related with SS2 (socially desirable perception) and positively related with SU2 (socially undesirable perception).

Factor HI, which means fatigability related problem, was found to be significantly negatively with SS2 (socially desirable perception).

Factor HL, which means habits related problem, was found to be significantly positively related with SU1 (personally undesirable perception), negatively related to SS2 (socially desirable perception), positively related to SU2 (socially undesirable perception).

Factor HM, which means inadequacy related problem, was found to be significantly negatively related with SS1 (personally desirable perception) and positively related with SU1 (personally undesirable perception).
Factor HN, which means depression related problem, was found to be significantly negatively related with SS1 (personally desirable perception), positively related to SU1 (personally undesirable perception), and positively related with SU2 (socially undesirable perception).

Factor HO, which means anxiety related problem, was found to be significantly positively related with personally undesirable perception (SU1).

Factor HP, which means sensitivity related problem, was found to be significantly negatively related with SS1 (personally desirable perception), and positively related with SU1 (personally undesirable perception).

Factor HR, which means tension related problem, was found to be significantly positively related with SU1 (personally undesirable perception), positively related with SU2 (socially undesirable perception).

The findings of Regression analysis reveals that the SS1 and SU2 component of self esteem emerge out to be significant predictors for HA. These are significantly negatively related with HA.

The SS1 component of SE and Lie component of personality were found to be significantly contributing their variance in perception of health problem HB (respiratory system). Though the variance contributed by lie component of personality is very low SS1 negligible negatively related with HB. It means higher the self desirable perceptions lower will be perception of problem related to HB.
The SS1 and SS2 component of self esteem emerge out to be significant predictor for factor HC.

The SU1 component of self esteem emerges out to be significant predictor for factor HD.

The age and psychoticism component of personality emerge out to be significant predictors for factor HE.

The SU1, SS2, SU2, and SS2 component of self esteem emerge out to be significant predictors for factor HF.

The SS1, SU2, SU1, SS2 component of self esteem emerge out to be significant predictors for factor HG.

The SS2, SU1, SS1, component of self esteem emerge out to be significant predictors for factor HH.

The SS2 component of self esteem emerges out to be significant predictors for factor HI.

The SU1, SS1, SU2 component of self esteem emerge out to be significant predictors for factor HL.

The SU1, SS1 component of self esteem emerge out to be significant predictors for factor HM.

The SU2, SU1, SS2 component of self esteem emerge out to be significant predictors for factor HN.
The SU1 component of self esteem emerge out to be significant predictors for factor HO.

The SS1, SU2, SU1 component of self esteem emerge out to be significant predictors for factor HP.

The SU1 components of self esteem emerge out to be significant predictors for factor HR.

The SU2, SS1 and psychoticism component of self esteem and psychoticism emerge out to be significant predictors for factor HT.

The SU2, SS2 and psychoticism component of self esteem and psychoticism personality emerge out to be significant predictors for factor HTAL.

The SS1 component of self esteem emerge out to be significant predictors for factor HTMR.

The obtained significant predictors, for perceived health and related components, compile significantly in the variation of criterion variables respectively.

The main effect of self esteem was found to be significant. The other variables i.e. nature of work, personality (neuroticism) does not effect significantly the perceived health status of the employees.
The interaction effect of self esteem and extroversion was found to be significant effect on the perceived health of employees.

The finding of the study reveal that the best predictors for self assessed health were - self esteem components and some of the personality components (viz. Psychotic and Lie characteristic).

Self esteem predictors have been found to be predicting for various health problems perception of self personally desirable, undesirable and socially desirable undesirable, may lead to the health problems.

It may be because perception of self in balance brings healthy feeling which in turn may have impact on health, but inflated evaluation of self may lead to various problems. As observed in total health socially perceived undesirable and personally perceived desirable ness contribute in variation in perception of health problem. There is positive relationship of HT with self esteem, and negative relationship with SS1, it means that higher the socially perceived undesirable self lower the perceived desirable self, higher will be perceived health problem.

Psycoticim personality determinant of the perceived health, i.e. higher the psychotic characteristic higher will be the health problem (the characteristic of psychotic personality are, egocentric, impulsive, poor memory). Similar trend in also observed for the perceived physical health problem on whole, the SU2, SS2, and psychotic personality characteristic play an important role in development of perceived emotional problems. The personality desirable perception (SS1) plays important role.
Thus we find that the hypotheses state that –
There is significant relationship between perceived physical health and self esteem, is accepted.

There is significant relationship between perceived physical health and Neuroticism, is rejected.

There is significant relationship between Emotional Health and Self Esteem, is accepted.

There is significant relationship between Emotional Health and Neuroticism, is rejected.

There is significant relationship between Emotional Health and Nature of Work, is rejected.

There is significant relationship of different factors of PH with SE factors, is accepted.

There is significant relationship of different factors of PH with Age, is rejected.

There is significant relationship of different factors of PH with NOW factors, is rejected.

There is significant relationship of different factors of PH with neuroticism factors, is rejected.

The predicting factors of self esteem predict the perceived physical health, is accepted.
The predicting factors of self esteem predict the perceived emotional health, is accepted.

There is significant relationship between various components of perceived health of (HA, HB, HC, HD, HE, HF, HG, HH, HI, HJ, HK, HL, HM, HN, HO, HP, HQ, HR, HT, HTMR, HTAL) and self esteem, nature of work and personality (neuroticism, extroversion), is accepted.

There is significant relationship between various components of perceived health of (HA, HB, HC, HF, HG, HH, HM, HN, HP, HT, HTMR) and SS1 is accepted.

There is significant relationship between various components of perceived health of (HB, HC, HF, HG, HH, HI, HL, HT, HTAL) and SS2 is accepted.

There is significant relationship between various components of perceived health of (HD, HF, HG, HH, HM, HN, HO, HP, HR, HT, HTAL) and SU1 is accepted.

There is significant relationship between various components of perceived health of (HF, HG, HH, HL, HN, HR, HT, and HTAL) and SU2 is accepted.

There is significant relationship between various components of perceived health of (HE) and neuroticism is accepted.

There is significant relationship between various components of perceived health, than the extroversion is rejected.

There is significant relationship between various components of perceived health of (HTAL) and psychoticism is accepted.
There is significant relationship between various components of perceived health of (HB), and lie is accepted.

The employees with high self esteem perceive less problems related to physical health, than the employees with low self esteem, is accepted.

The employees with high self esteem perceive less problems related to emotional health than the employees with low self esteem, is accepted.

The employees with high neuroticism perceive less problem related to physical health, than the employees with low neuroticism, is rejected.

The employees with high neuroticism perceive; less problem related to emotional health than the employees with low neuroticism, is rejected.

The combined effect of self esteem and nature of work on the development of perceived health is, rejected.

The combined effect of extroversion type and self esteem on the development of perceived health is, accepted.

There is combined effect of neuroticism Personality and nature of work on the development of perceived health, is rejected.

The combined effect of self esteem, nature of work and neuroticism personality type on the development of perceived health is, rejected.

There is combined effect of extroversion personality type, nature of work and self esteem on the development of perceived health, is rejected.
Implications of the findings

The findings of this study may have some implication in industrial sector. It is observed that self desirable perception leads to the low perceived health problems- physical as well as emotional. So, the self perception of the employees may be taken into consideration as it has direct relationship with the belief related to the health. It may affect the health behavior, which may indirectly influence the efficiency of the employees, at work. The personality factors- neuroticism and extroversion have not been found to play significant role in the development of beliefs and perception of health problems, among the industrial employees, it means that the self assessment plays an important role in perception of health related problem.

The findings may contribute to the health belief model. The perception of self (personally and socially) desirable way may lead to less perception of health threats thus less perception of health threat may lead to better health behavior and effective work performance.

Suggestions for further study

The findings have shown that positive self evaluation plays an important role in perceived health problem. Further research can be undertaken to find out whether or not the inflated self esteem plays any role in health belief system. This type of study may be undertaken on other sample in other field, such as nursing sector, call center etc.