CHAPTER – V
MAIN FINDINGS, SUGGESTIONS FOR FURTHER STUDY & EDUCATIONAL IMPLICATIONS

This chapter is devoted to discuss the main findings of the study based on analysis and interpretation of data in the light of hypotheses framed beforehand. Educational implications and few suggestions for further research in this direction follow it.

As the study was conducted to find out the relationship between conflict management and organizational health of sports coaches, the main findings are presented under two heads such as:

5.1 Main Findings and Discussion with respect to relationship of organizational health with adjustment and psychosocial variables of physical education teachers.

5.2 Main findings and discussion with respect to differential analysis between different groups of physical education teachers on organizational health.

MAIN FINDINGS AND DISCUSSION

Relationship between organizational health and adjustment
There is a significant positive relationship between organizational health and adjustment of physical education teachers in general.

There is a significant positive relationship between ‘goal focus’ of organizational health and adjustment of physical education teachers.

There is a significant positive relationship between ‘communication adequacy’ of organizational health and adjustment of physical education teachers.

There is a significant positive relationship between ‘Optimal Power Equalization’ of organizational health and adjustment of physical education teachers.

There is a significant positive relationship between ‘Resource Utilization’ organizational health and adjustment of physical education teachers.

There is a significant positive relationship between of ‘Cohesiveness’ of organizational health and adjustment of physical education teachers.

There is a significant positive relationship between ‘Morale’ of organizational health and adjustment of physical education teachers.
There is a significant positive relationship between ‘Innovativeness’ of organizational health and adjustment of physical education teachers.

There is a significant positive relationship between ‘Autonomy’ of organizational health and adjustment of physical education teachers.

There is a significant positive relationship between ‘Adaptation’ of organizational health and adjustment of physical education teachers.

There is a significant positive relationship between ‘Problem Solving Adequacy’ of organizational health and adjustment of physical education teachers.

**Relationship between organizational health and Age.**

There is a significant positive relationship between organizational health and age of physical education teachers in general.

There is a significant positive relationship between ‘goal focus’ of organizational health and age of physical education teachers.

There is a significant positive relationship between ‘communication adequacy’ of organizational health
and age of physical education teachers.

- There is a significant positive relationship between ‘Optimal Power Equalization’ of organizational health and age of physical education teachers.

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- There is a significant positive relationship between ‘Adaptation’ of organizational health and age of physical education teachers.
physical education teachers.

**Relationship between organizational health and experience**

- There is a significant positive relationship between organizational health and experience of physical education teachers in general.
- There is a significant positive relationship between ‘goal focus’ of organizational health and experience of physical education teachers.
- There is a significant positive relationship between ‘communication adequacy’ of organizational health and experience of physical education teachers.
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There is a significant positive relationship between ‘Problem Solving’ of organizational health and experience of physical education teachers.

Relationship between Organizational Health and Qualification

There is a significant positive relationship between organizational health and qualification of physical education teachers in general.

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‘goal focus’ of organizational health and qualification of physical education teachers.

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‘Autonomy’ of organizational health and qualification of physical education teachers.

➢ There is a significant positive relationship between ‘Adaptation’ of organizational health and qualification of physical education teachers.

➢ There is significant difference between high and low adjustment physical education teachers on ‘Problem Solving’ of organizational health.

Findings based on differential analysis

Difference between high and low adjustment on organizational health

➢ There is significant difference between high and low adjustment physical education teachers on organizational health.

➢ There is significant difference between high and low adjustment physical education teachers on ‘goal focus’ of organizational health.

➢ There is significant difference between high and low adjustment physical education teachers on ‘Communication Adequacy’ organizational health.

➢ There is significant difference between high and low
adjustment physical education teachers on ‘Optimal Power Equalization’ of organizational health.

➢ There is significant difference between high and low adjustment physical education teachers on ‘Resource Utilization’ of organizational health.

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➢ There is significant difference between high and low adjustment physical education teachers on ‘Innovativeness’ of organizational health.

➢ There is significant difference between high and low adjustment physical education teachers on ‘Autonomy’ of organizational health.

➢ There is significant difference between high and low adjustment physical education teachers on ‘Adaptation’ of organizational health.

➢ There is significant difference between high and low
adjustment physical education teachers on ‘Problem Solving’ of organizational health.

**Difference between male and female physical education teachers on organizational health**

- There is significant difference between male and female physical education teachers on organizational health.
- There is significant difference between male and female physical education teachers on ‘goal focus’ of organizational health.
- There is significant difference between male and female physical education teachers on ‘Communication Adequacy’ organizational health.
- There is significant difference between male and female physical education teachers on ‘Optimal Power Equalization’ of organizational health.
- There is significant difference between male and female physical education teachers on ‘Resource Utilization’ of organizational health.
- There is significant difference between male and female physical education teachers on ‘Cohesiveness’ of organizational health.
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There is significant difference between male and female physical education teachers on ‘Innovativeness’ of organizational health.

There is significant difference between male and female physical education teachers on ‘Automation’ of organizational health.

There is significant difference between male and female physical education teachers on ‘Adaptation’ of organizational health.

There is significant difference between male and female physical education teachers on ‘Problem Solving’ of organizational health.

**Difference between high and low experience physical education teachers on organizational health**

There is significant difference between high and low experience physical education teachers on organizational health.

There is significant difference between high and low
experience physical education teachers on ‘goal focus’ of organizational health.

➢ There is significant difference between high and low experience physical education teachers on ‘Communication Adequacy’ organizational health.

➢ There is significant difference between high and low experience physical education teachers on ‘Optimal Power Equalization’ of organizational health.

➢ There is significant difference between high and low experience physical education teachers on ‘Resource Utilization’ of organizational health.

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➢ There is significant difference between high and low experience physical education teachers on ‘Morale’ of organizational health.

➢ There is significant difference between high and low experience physical education teachers on ‘Innovativeness’ of organizational health.

➢ There is significant difference between high and low
experience physical education teachers on ‘Automation’ of organizational health.

➢ There is significant difference between high and low experience physical education teachers on ‘Adaptation’ of organizational health.

➢ There is significant difference between high and low experience physical education teachers on ‘Problem Solving’ of organizational health.

**Discussion of Hypotheses**

➢ Hypothesis number 1 was retained as significant positive relationship between organizational health and adjustment of physical education teachers.

➢ Hypothesis number 2 was retained as significant positive relationship between organizational health and age of the physical education teachers of physical education teachers.

➢ Hypothesis number 3 was retained as significant positive relationship between organizational health and teaching experience of the physical education teachers of physical education teachers.

➢ Hypothesis number 4 was retained as significant
positive relationship between organizational health and qualification of the physical education teachers.

- Hypothesis number 5 was retained as significant different has been found between high and low adjusted physical education teachers on role performance.

- Hypothesis number 6 was retained as significant different has been found between male and female physical education teachers organizational health.

- Hypothesis number 7 was retained as significant difference between high and low experienced physical education teachers on organizational health.

**IMPLICATIONS**

Improvement of school’s quality and students achievement is of growing chapters of schools organizational health literature. One of the essential characteristics of schools leader is educational assessment in order to improve the quality of schooling and raise level claims that school principals are responsible for enhancing “the organizational health and productivity of their schools”. Improvement of organizational health is possible by systematic recognition and programmed interferences. By
this principals can put their schools I the optimum health status and youthfulness. Analysis of findings showed that organizational health there is significant relationship between organizational health and adjustment of physical education teachers. It is suggested that teacher should take the following steps

- Reexamine their role and function in order to enhance the health of their school.

- Examining the current professional skills of their staff by applying an inventory to make sure that their staff has necessary skills.

- Observe and record the organizational health that supports their about the strength and weakness of the schools.

- If their recording suggests that the organisational health doesn’t need improvement then share this observation with the educational of those buildings and encourages them to continue providing such effective leadership.

- Scheduling a conference to conflict to confer with the educational leaders to those building and determining if they, too, think that the organizational health
concept needs further consideration.

- Counseling practice should be given to encourage better organizational health among physical education teachers.

- Psychological assistance should be provided to uplift the level of adjustment of physical education teachers.

- Healthy and sympathetic teacher students relationship should be made to upgrade the level of organizational health physical education teachers.

**SUGGESTION FOR FURTHER RESEARCH**

- A correlation study of leadership behavior of physical education teachers and their strategies of conflicts management.

- A cross cultural study of strategies employed to organizational health by of developing and developed countries.

- A comparative study of organizational health and personality factors of physical education teachers representing different S.E.S.

- A study of some factors associated with organizational health behavior of physical education teachers.
SUMMARY

Nations are built by the imagination and untiring efforts of generations. Any organisation, society or even a nation without a vision is like a ship cruising on the high seas without any aim or direction. It is clarity of national vision that constantly drives the people towards goal. India should become a developed nation by 2020. So what does this developed status mean in terms of the common man? It means the major transformation of our national economy to make it one of the largest economies in the world where the countrymen live well above the poverty line, their health and education are of high standard, national security reasonably assured, competent to export quality products and thereby bringing all round prosperity for the countrymen. So as to realize this vision of developed India, contributions of laymen of the society are not sufficient, the participation of everymen of the society is also warranted. And to bring them into the mainstream we are to impart them proper education whether it is general or physical education, which is the only catalyst for development.

But physical education in India has historically been
the property of the few. Since educational development took place within the framework of stratified social system, it has always been focused on the needs and talents of the privileged ones. For that psychology of the sportsperson is essential for development in sports activities. Physical fitness is as important and essential as psychology of the sports in the arena of sports. Psychology of sports refers to the study of behaviour of the sports persons for modification of their behaviour for excellence in sports. The degree of psychological sound of an individual is a combination of so many factors such as his performance, income, mental health and his working environment etc. Again psychological development provides one of the most important keys to health and life. It is impossible to achieve perfection in any sport’s technique without being psychologically fit. It becomes a basic requirement in all games and sports performance. Thus more stress should be laid on conditioning and practicing skills and other valuable devices after clubbing them with an optimum psychological fitness level.

Today we live in a civilization where genius man has created an easy way of living which in turn, has removed
the necessity for much of the physical activity from our daily tasks. Children from birth are attuned to a mechanical life. Lack of physical education in our elementary schools and colleges and less recreational facilities in our communities makes it practically impossible for any except a few who make to the varsity teams, to participate in vigorous athletics and sports activities. The decline in physical strength and vigor is self-evident and is a product of our mechanical age. Lack of physical activity in our secondary schools and colleges is a contributing factor in the decline of physical fitness.

**STATEMENT OF THE PROBLEMS**

From the above rationale the problem may be stated as under.

**A STUDY OF ORGANIZATIONAL HEALTH IN RELATION TO THEIR ADJUSTMENT AND DEMOGRAPHIC VARIABLES OF PHYSICAL EDUCATION TEACHERS IN HARYANA.**

**OBJECTIVES OF THE STUDY**

The main objectives of the present study are as under:

1. To study the organizational health of physical education teachers
2. To study the adjustment of physical education teachers.

3. To study the relationship between organizational health and adjustment of physical education teachers.

4. To study the relationship between organization health and demographic variables (age, experience and qualification) of physical education teachers.

5. To study the significant difference between high and low adjustment physical education teachers on organizational health.

6. To study the significant difference between male and female physical education teachers on organizational health.

7. To study the significant difference between high and low experienced physical education teachers on organizational health.

**HYPOTHESES OF THE STUDY**

1. There exists significant positive relationship between organizational health and adjustment of physical education teachers.

2. There exists significant positive relationship
between organizational health and age of physical education teachers.

3. There exists significant positive relationship between organizational health and qualification of physical education teachers.

4. There exists significant positive relationship between organizational health and experience of physical education teachers.

5. There exists significant difference between high and low adjusted of physical education teachers on organizational health.

6. There exists significant difference between male and female of physical education teachers on organizational health.

7. There exists significant difference between high and low experienced of physical education teachers on organizational health.

**LIMITATIONS**

Present study is limited to the following aspects:

1. Effect of uncontrollable factors like rest, sleep, diet environment and health etc. that might affect the
psychological aspects of physical education teachers.

2. Questionnaire study has its own limitations. The responses that were collected from the subject may influence the results of the study, which is beyond the control of researcher.

DELIMITATION:

1. This study was delimited to a sample of 200 physical education teachers drawn from the state of Haryana.

2. The sample of the study delimited to physical education teachers of senior secondary schools of Haryana.

3. This study was based on the perceptions of the physical education teachers regarding organizational health and adjustment and demographic variables.

POPULATION AND SAMPLE

All the physical education teachers teaching in various colleges of Haryana state constituted the population of the study. However, the sample for the present work was drawn on random basis while using the lottery method.
As many as 200 physical education teachers sportsmen were randomly picked up from colleges and University of Delhi. Simple random sampling technique was used to draw the sample. Due to representation was given to the rural vs urban configurations, male vs females sportsmen, colleges vs University sportsmen while selecting the sample.

**TOOLS USED**

For data collection, a variety of devices may be used keeping in view the suitability of the study. Therefore, selection of appropriate tools of vital importance for collection of data which depends on various considerations such as objectives of the study, availability of suitable tests and scales, personal competence of the investigator to administer, score and interpret the results.

The study is focused upon studying conflict management of sportsmen of Haryana in relation to their adjustment, organizational health and some psycho-social variable. For the sake of accomplishing its objectives, the investigator selected the following tools:

1. Organizational Health Questionnaire (OHQ) by Miles
MAIN FINDINGS AND DISCUSSION

Relationship between organizational health and adjustment

- There is a significant positive relationship between organizational health and adjustment of physical education teachers in general.

- There is a significant positive relationship between ‘goal focus’ of organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between ‘communication adequacy’ of organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between ‘Optimal Power Equalization’ of organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between...
‘Resource Utilization’ organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between ‘Cohesiveness’ of organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between ‘Morale’ of organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between ‘Innovativeness’ of organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between ‘Autonomy’ of organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between ‘Adaptation’ of organizational health and adjustment of physical education teachers.

- There is a significant positive relationship between ‘Problem Solving Adequacy’ of organizational health and adjustment of physical education teachers.

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**Relationship between organizational health and experience**

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- There is a significant positive relationship between ‘Adaptation’ of organizational health and experience of physical education teachers.

- There is a significant positive relationship between ‘Problem Solving’ of organizational health and
experience of physical education teachers.

**Relationship between Organizational Health and Qualification**

- There is a significant positive relationship between organizational health and qualification of physical education teachers in general.
- There is a significant positive relationship between ‘goal focus’ of organizational health and qualification of physical education teachers.
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There is no significant positive relationship between ‘Autonomy’ of organizational health and qualification of physical education teachers.

There is a significant positive relationship between ‘Adaptation’ of organizational health and qualification of physical education teachers.

There is significant difference between high and low adjustment physical education teachers on ‘Problem Solving’ of organizational health.

Findings based on differential analysis

Difference between high and low adjustment on organizational health

There is significant difference between high and low adjustment physical education teachers on organizational health.
- There is significant difference between high and low adjustment physical education teachers on ‘goal focus’ of organizational health.

- There is significant difference between high and low adjustment physical education teachers on ‘Communication Adequacy’ organizational health.

- There is significant difference between high and low adjustment physical education teachers on ‘Optimal Power Equalization’ of organizational health.

- There is significant difference between high and low adjustment physical education teachers on ‘Resource Utilization’ of organizational health.

- There is significant difference between high and low adjustment physical education teachers on ‘Cohesiveness’ of organizational health.

- There is significant difference between high and low adjustment physical education teachers on ‘Morale’ of organizational health.

- There is significant difference between high and low adjustment physical education teachers on ‘Innovativeness’ of organizational health.
➢ There is significant difference between high and low adjustment physical education teachers on ‘Autonomy’ of organizational health.

➢ There is significant difference between high and low adjustment physical education teachers on ‘Adaptation’ of organizational health.

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**Difference between male and female physical education teachers on organizational health**

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➢ There is significant difference between male and female physical education teachers on ‘Communication Adequacy’ organizational health.

➢ There is significant difference between male and female physical education teachers on ‘Optimal Power
Equalization’ of organizational health.

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organizational health.

**Difference between high and low experience physical education teachers on organizational health**

- There is significant difference between high and low experience physical education teachers on organizational health.
- There is significant difference between high and low experience physical education teachers on ‘goal focus’ of organizational health.
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**Discussion of Hypotheses**

Hypothesis number 1 was retained as significant positive relationship between organizational health and adjustment of physical education teachers.

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age of the physical education teachers of physical education teachers.

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