CHAPTER V

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SUMMARY AND SUGGESTIONS

In the present study the Incomplete Sentence Blank (ISB) of the Verbal-Projective Technique has been specially developed for the investigation of the job-attitudes of the workers or employees, working in various job situations. In the preparation of the ISB, it was necessary to identify the specific areas of the job that will helpful in its social evaluation as follows.

1. Financial aspect of the job
2. Proper guidance and supervision
3. Future prospects
4. Job conditions (Working conditions)
5. Social position of the job

The responses given by the Ss have been classified and scored according to the scoring method shown by Potter and Rufferty (1952).

Selection of the Sample:

In the present study the sample selection is based on the purposive method. The entire samples was drawn from the urban and semi-urban areas of the Gujarat State. The sample consisted of '142' male Ss. They were drawn from
the clerical, banking, academic and technical professions. The Ss ranged from 22 to 40 onwards in age and 450 to 1000 rupees per month on average. Those subjects had been selected who volunteered to be the subjects by the investigator.

**Data Collection:**

In the data collection the selected group as mentioned previously, was first administered the Gujarati adaptation of the TMAS by the written questionnaire method. On the basis of the results the groups were classified into High Anxiety and Low Anxiety groups (personally rpes). They were than administered the Job ISB prepared for the present study. The method of administration has been completely discussed in the chapter of methodology. The data collection in all took about ten months.

**Statistical Analysis:**

Mean and SDBs were calculated for each group for their scores on the TMAS and JISB. Then the 't' test was applied to compare the groups in the following way:

- **The TMAS:**
  1. Govt. clerks v/s. Bank Employees.
  2. Govt. clerks v/s. College Teachers.
  4. Bank Employees (clerks) v/s. College Teachers.

B. The JISB:
1. Govt. clerks v/s. Bank-Employees.
2. Govt. clerks v/s. College Teachers.
4. Bank Employees (clerks) v/s. College Teachers.
5. Bank Employees (clerks) v/s. Govt. Technicians.

C. Comparison of the Mean and SD of the High and Low Anxiety groups on JISB:

<table>
<thead>
<tr>
<th>No.</th>
<th>Occupational Groups</th>
<th>N</th>
<th>Personality Levels</th>
<th>Comparison on the JISB</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Govt. clerks</td>
<td>53</td>
<td>High Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Low Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td>2.</td>
<td>Bank Employees (clerks)</td>
<td>22</td>
<td>High Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Low Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td>3.</td>
<td>College Teachers</td>
<td>30</td>
<td>High Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Low Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td>4.</td>
<td>Govt. Technicians</td>
<td>37</td>
<td>High Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Low Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td>5.</td>
<td>Total group</td>
<td>142</td>
<td>High Anxiety</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Low Anxiety</td>
<td>&quot;</td>
</tr>
</tbody>
</table>
RESULTS

1. Following various occupational groups do not differ significantly when they are compared on the mean scores of the TKAS

   i. Govt. clerks v/s. Bank Employees (clerks).
   ii. Govt. clerks v/s. Govt. Technicians.
   iii. Bank Employees (clerks) v/s. College Teachers.
   iv. Bank Employees (clerks) v/s. Govt. Technicians.
   v. College Teachers v/s. Govt. Technicians.

2. The TKAS shows significant difference only between the Govt. clerks and College Teachers.

3. So far as the JISB is concerned Govt. clerks do show significant difference from the Bank Employees.

4. Content Analysis of the responses of both the groups reveal that the Govt. clerks seem to be more disturbed and dissatisfied with their job but the Bank Employees do show reasonable satisfaction.

5. Here also, on the Job ISB Govt. clerks do show significant difference from the College Teachers on the conflict level.
6. Content Analysis of the responses of both the groups reveal that the Govt. clerks seem to be more disturbed and dissatisfied with their job conditions than the College Teachers. The resulting 't' is 8.9 which is significant at .01 level.

7. So far as the JISB is concerned Govt. clerks do show significant difference from the Govt. Technicians.

8. Content Analysis of the responses of both the groups reveal that the Govt. clerks seem to be more disturbed and dissatisfied about their job than the Govt. Technicians. The resulting 't' is 2.5 which is significant at .05 level.

9. So far as the JISB is concerned Bank Employees and Govt. Technicians do show significant difference.

10. Govt. Technicians seem to be more disturbed and dissatisfied about their job, while Bank Employees, having quite reasonable satisfaction with their job situations. The resulting 't' is 5.02, which is highly significant statistically.

11. Here also, on the JISB College Teachers and the Govt. Technicians do show significant difference.
12. Content-Analysis of the responses of both the groups reveal that the College Teachers appear to be much more satisfied with their job situations than the Govt. Technicians. The resulting ‘t’ is 5.5 which is significant statistically.

13. The JISB does not show significant difference only between the Bank Employees and the College Teachers.

14. So far as the comparison of the mean and SD of the high and low Anxiety groups on the JISB is concerned, the high and low anxiety groups of College Teachers do not differ significantly.

15. On the JISB the high and low anxiety groups of Govt. Technicians do not differ significantly.

16. So far as the JISB is concerned the high and low anxiety groups of Bank-Employees do not differ significantly.

17. On the JISB the high and low anxiety groups of Govt. clerks do show significant difference. The resulting ‘t’ is 3.00 which is significant at .01 level (N=53).

18. The total high and the low anxiety groups do show significant difference on the JISB. The resulting ‘t’ is 4.66 significant at .001 level.
19. It appears that JI&B is likely to differentiate more effectively larger groups rather than the groups of very small size.

20. The JI&B is still a verabl projective Technique; therefore, the educated sample is likely to give sophisticated responses, so that 'true' results are difficult to get very easily.

21. On the whole JI&B if properly administered can bring out not only the difference between adjusted and mal-adjusted group in any job situation, but it can also give the amount of conflict and areas of conflict of the sample to the investigator.

22. The instrument being a verbal-projective Technique requires some experience on the part of the investigator as well as the subjects on whom it is administered.

LIMITATIONS:

1. The selected sample was confined only to the urban and the semi-urban areas of the Gujarat-State. The rural area was not included, therefore the results are not applicable to the rural area.

2. In this study only the male employees and not the female employees were included as the Ss. So the results
are not applicable to the female employees.

3. In this sample the subjects were selected from the jobs which are giving the regular salary. The results therefore are not applicable to non-salary jobs like private practices in medicine, law, engineering etc.

4. Very highly salaried people are not included in this sample. It is presumed that they do not have some of the problems which are mentioned in the present JISB.

5. In this sample only Govt. clerks, College Teachers, Govt. Technicians and Bank employees have been included. It was not possible to include other occupational groups because of the limitation of time, money and energy. The results therefore are not applicable to other occupational groups.

6. The nature of the instrument is such that it requires at least the S.S.C. qualification as the minimum qualification on the part of the Ss to understand the meaning of the JISB and to respond properly. The instrument therefore is not applicable to manual workers.

7. This instrument is not applicable to those Ss who are on the verge of retirement or already retired, because the results on this test will not be useful for them.
8. As the JISB has been more or less used individually and on very small groups at a time, the size of the sample is small. It has not been possible to include very sizeable number of subjects in the occupational groups selected. The present findings therefore require further support.

**SUGGESTIONS:**

1. In this study only four different occupational groups are selected. So this study can be extended to include other occupational groups.

2. The Job ISD has been administered in the written method. The present findings can be checked by administering this instrument orally.

3. This study can also be extended to study the job satisfaction of female employees.

4. This kind of study may be extended to compare the job satisfaction of the private v/s. the Govt. employees.

5. The entire study has been conducted in the Gujarat state. So the study can be extended to include other states of India.

6. In the present study the personality types high
anxiety and low anxiety groups have been selected. It can be further extended to include other personality types like Introverts, Extroverts etc.

7. The present findings are based on the verbal responses only, it is necessary to support them by actual real behaviour on the job situations.

The present study points out that on the whole persons who are enjoying greater degree of freedom in their job appear to be more adjusted on the JOB ISB.

The study also points out that for the educated population proper support is necessary to get reliable responses on the TMAS as well as the JOB ISB.

The results of the present study indicate that on the whole, the job ISB is equally effective in bringing out the personality conflicts of the employees.