CHAPTER - 6
The distinctive characteristic of our value system today is the emphasis placed upon monetary success. The societal emphasis on monetary success is powerful but the legitimate means of achieving it are severely restricted as a result of which people are tending to normatively illegitimate or manipulative means of attaining this goal. The emphasis upon monetary success is not coupled with equivalent emphasis upon institutional means. Therefore the dubious means, the showmanship etc. This is indicative of the domination of greed over need. Perhaps this may be the reason to some extent, that the present study could not reveal any conclusive results of immediate practical utility.

The major limitation of this study might be the applicability of the results on a wider sphere as the study has been confined mostly to the Gujarat State and more specifically to fewer organizations in Ahmedabad city.

There have been some more constraints in the study. The significant being:

1) The data on Engineering group has been restricted to only one organization. It would have been better if the study had been conducted in atleast 3 or 4 organisations, for each of the occupations, located in different regions of the country.
ii) Under each occupation effort has been made to consider all the categories for eg; under Engineering group - Mechanical, Civil, Electrical, Electronic and communications branches have been covered. But this condition could not be satisfied with doctors group, only physicians and surgeons have been considered due to some unavoidable circumstances.

iii) Lastly, there has been some limitation in the measurement of personality variable - machiavellianism. To measure this dimension only the existing Mach V Attitude Inventory has been used. It would have been better, had a new Mach Inventory been developed to suit the specific nature of the occupations involved in the study.

Keeping in view the limitations of the study it may be suggested to carry further research to:

1) Establish clear cut differentiation of occupations according to motives and other important personality factors;

2) to carry the same process one step ahead, to make it possible to differentiate within a large and heterogenous occupational group to differentiate between specialities within a given major occupation;

3) examine whether these variables are important in how well a person does the job he has chosen or the reasons for failure to adjust and become effective, i.e., to attempt to relate motivations and personality
orientations towards success and satisfaction in the job, would be of immense use to individuals, organizations and society at large.

Many thinkers feel that apathy and hostility towards an organisation's goals are indicative of the situation that "the organisational environment is not perceived to offer the best opportunities for achieving the individual's goals that are dominant.

Of course, with the existing knowledge of occupations, it may not be possible to ascertain comprehensive or precise answers to many important questions. But this research does provide basic information which is not intuitively obvious to most professionals or students. People in these occupations, whether studying or working, should realise the need for a healthy outlook to develop values and personality to suit the job they have to do or they are doing, the positive function such healthy personality serves, and how it can help organisations, their professionals and other employees and society at large.

To facilitate and inculcate the above aspect the institutions should provide a climate to influence the students or trainees to orient their life as need based but not greed based and the selection of the individuals to a particular course should also be based on proper assessment of the aptitudes of the individual along with other standards considered.