Chapter-V

Conclusion and Suggestions
Having given the details pertaining results and their interpretation in the preceding chapter IV, now, the present chapter is aimed at highlighting the conclusions drawn from the pattern of results and moreover, so give suggestions for future studies on the similar problem.

The data of the present larger investigation were analysed in two ways. In the first steps the relationship between independent variables (organizational culture, mental health, hardiness, introversion-extroversion) and the dependent variable viz., job involvement. Whereas in the second step comparative study among the various levels of engineers on the relationship between independent variables organizational culture, mental health, hardiness, introversion-extroversion and dependent variable namely job involvement. Therefore, conclusion of the study will follow the same sequence and style. The finding suggest that when organizational culture and job involvement relationship was taken for consideration among various levels of engineers than it was found that organisational culture and job involvement was not found significantly related to each other as all the r-values found insignificant at .05 level of confidence (Table 4.1).

When the relationship of mental health and job involvement among various levels of engineers was taken for analyses then only in case of assistant engineers mental health and job involvement was found be significantly related to each other, whereas in case of junior engineers and executive engineers in the relationship of mental health and job
involvement was insignificant (Table 4.2). The relationship between hardiness and job involvement was found highly insignificant among all the three levels of Engineers (Table 4.3).

In case when the relationship between introversion -extraversion with job involvement was determined then only in case of assistant engineers the two variables were found significantly related to each other whereas in case of junior engineers and executive engineers the two variables namely extraversion - Introversion and job involvement were found insignificant (Table 4.4).

Having given the conclusion pertaining the relationship of organizational culture, mental health, hardiness, introversion -extraversion with job involvement among various levels of engineers, now, the conclusion will be presented for the relationship of various viz; organisational culture, mental health, hardiness, introversion, extroversion with job involvement in quest for making a comparative study among various levels of engineers.

It is found that when junior engineers with assistant engineers were compared on the relationship between mental health and job involvement then only significant difference was found. On the other hand when Junior engineer were compared with executive engineers and assistant engineers with executive engineers then significance of difference between the groups were not found on the relationship between mental health and job involvement (Table 4.5). When various levels of engineers were compared with each other on the relationship between
organizational culture and job involvement then when only junior engineers compared with executive engineers then only significance of difference among these two groups were obtained. Whereas, when junior engineers were compared with assistant engineers and executive engineers then there were no difference between these groups (Table 4.6).

The relationship of Introversion-Extroversion with job involvement among the various comprising groups of engineers then it was found that none of the comparising groups were found significantly different to each other (Table 4.7).

When different groups of engineers were compared to each other on the relationship between hardiness and job involvement then only in case of assistant engineers executive engineers the significance of difference was witnessed on the relationship between hardiness and job involvement, whereas the other combination of engineers failed to elicit significance of difference on the relationship between hardiness and job involvement (Table 4.8).

In the light of above conclusions it can be drown that there is no uniform relationship of organizational culture, mental health, hardiness, introversion, extroversion with job involvement hence, it is difficult to conclude that what we have obtained in general.

However, specific conclusion can only be drown which may be generalized in the similar conditions and on the sample group which were taken in the present study.
In view of the above contentions, it can be said with out any reservation that there is not a single research investigation which is free from any pit-fall, hence the present study also bears the same limitation. But in spite of all such realities, there has always been the efforts to minimize the short-comings. However, it must be kept in mind that researches have never any and where last time can be drown and beyond that no further researches are required.

The present study in its best endeavours has tried best to objectively carry-on the investigations but at last it was observed that the generality of the findings of the present study could have been extended or widened if larger sample-size were taken. Secondly, it is suggested that the same study must be conducted on the sample other than engineers which will diminish sample biasness. It is also suggested instead of correlations study, cause and effect study could have provided better results with greater implications. These and other aspects are required to be properly cared in future investigations for getting reliable results bearing greater generality.