Summary
The aim of the present endeavour was to study the problem entitled, "Organizational culture, mental health and certain personality variables (hardiness, Introversion-Extroversion) as determinants of job involvement. The problem of the study was quite challenging. However, the entire work leading to Ph.D. degree in Psychology consist of five standard chapters.

The chapter I has presented the theoretical aspects of the nature of numerous variables which have been studied to achieve the objective of the present endeavour. It is described that job involvement studies started with pioneering work of Lodahl and Kejner (1965) who contended that job involvement is a condition which develops as a result of one's identification with the job. It is very much found that job involvement is related to work performance. After Lodahl's pioneering work in mid 1960s, job involvement still remains an important phenomenon which is widely being studied.

Having given the emphasis to job involvement, the chapter also discuss the concept of organisation culture which was perceived to be an important factor instrumental in enhancing employee's involvement at work. In 1871 Taylor defined culture as "complex whole which includes knowledge, belief, art, morals, laws, custom and other capabilities and habits acquired by man or a member of society". Further, concept of mental health was discussed. Mental health is an important aspects, helps in adjustment to the world. WHO defines mental health as a state of
complete physical, mental and social well being not the mere absence of disease. Hardiness - another important variable used in the present investigation is defined as the combination of cognition, emotion and action. The phenomenon of hardiness involves three dimension viz., commitment, control and challenge. The last variable viz. introversion-extraversion is also an important part of the present investigation. In this regard it is important to point out that for job involvement introvert personalities are more befitting than the extroverts but inspite of this fact, it is necessary for the job incumbents to develop and maintain the balance between the two opposite personality dynamics for high job involvement conducive for proorganizational activity and commitment.

Chapter II has highlighted comprehensive details of the relevant available literature pertaining to the present aims and goals of the study.

The chapter has well documented the significance of the present study in the light of past researches.

Chapter III has provided the methods and procedure opted in carrying out the present investigation where details about sample, tools used and statistical analysis have been given in detailed. Results and discussion have been given in chapter IV. In all, results consisted of eight tables have been described and discussed in detailed.

Chapter V was meant to highlight conclusion of the study and provide suggestions for future researches. So far as the outcome of the present study is concerned it is found that no uniform pattern of results
appeared across various levels of engineers. In view of the above concluding remark pertaining results, a number of suggestions have been given for taking proper care in future in order to obtain more reliable results and getting wide-spread generality.