Conclusion

Suggestions
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Chapter-4

CONCLUSION AND SUGGESTIONS

Keeping in mind the main objectives of the present research work twenty-nine null hypotheses were formulated and each hypothesis was statistically verified. The results obtained are concluded as under:

- When high and low efficacy groups of doctors were compared in terms of their level of job involvement it was found that those doctors who scored high on personal efficacy scale also scored significantly high on job involvement scale in comparison to low efficacy group.
- When we compared the high and low efficacy group of doctors working in government and private hospitals separately, it was found that the high efficacy group in both types of hospitals were found to differ significantly with respect to job involvement in comparison to the low efficacy group.
- High efficacy group of doctors working in government hospitals did not differ significantly from that of high efficacy group of private hospital doctors in terms of the level of job involvement.
- When low efficacy group of doctors working in government hospitals were compared with their low efficacy counterpart of private hospitals, the result revealed that both the groups were found not to differ significantly in terms of their mean job involvement scores.
- When high and low religious group of doctors were compared it was observed that the high religious group scored high on job involvement scale in comparison to low religious group and both the groups differed significantly in terms of their level of job involvement.
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- When high and low efficacy groups of doctors were compared in terms of their level of job involvement it was found that those doctors who scored high on personal efficacy scale also scored significantly high on job involvement scale in comparison to low efficacy group.

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- High efficacy group of doctors working in government hospitals did not differ significantly from that of high efficacy group of private hospital doctors in terms of the level of job involvement.

- When low efficacy group of doctors working in government hospitals were compared with their low efficacy counterpart of private hospitals, the result revealed that both the groups were found not to differ significantly in terms of their mean job involvement scores.

- When high and low religious group of doctors were compared it was observed that the high religious group scored high on job involvement scale in comparison to low religious group and both the groups differed significantly in terms of their level of job involvement.
When we studied the influence of high and low religiosity on the level of job involvement of government and private hospital doctors separately, it was found that the high religiosity group in both the types of hospitals showed greater degree of job involvement in comparison to the low religiosity group.

High religious group of government hospital doctors did not differ significantly from the high religious group of private hospital doctors in terms of their level of job involvement.

When low religious group of government hospital doctors were compared with low religious group of private hospital doctors the result revealed that both the groups do not differ significantly in terms of their mean job involvement scores.

When government and private hospital doctors were compared in terms of their job involvement scores the result showed that the doctors working in private hospitals were found to be more involved in their job in comparison to the doctors working in government hospitals.

When doctors working in government and private hospitals were compared in terms of their personal efficacy scores the result revealed that the two groups differed significantly.

When government and private hospital doctors were compared in terms of their religiosity scores the result revealed that both the groups do not differ significantly.

When high and low age groups were compared it was found that the two groups do not differ significantly in terms of their mean job involvement scores.
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- When government and private hospital doctors were compared in terms of their religiosity scores the result revealed that both the groups do not differ significantly.

- When high and low age groups were compared it was found that the two groups do not differ significantly in terms of their mean job involvement scores.
• When male and female government and private hospital doctors were compared in terms of job involvement the result showed that both the groups do not differ significantly.

• When high and low experience group of government and private hospital doctors were compared it was found that high experience group scored high on job involvement scale in comparison to low experience group.

• When married and unmarried groups were compared the result revealed that the doctors do not differ in terms of their job involvement scores across the various comparison groups.

• When Muslim and Hindu doctors were compared in terms of their mean job involvement scores the result indicated that two groups were found almost equally involved and they do not differ significantly from each other.

• Muslim male and female doctors do not differ significantly with respect to their level of job involvement and Hindu male and female doctors also do not differ significantly.

• When high efficacy high experience group of doctors were compared with their low efficacy low experience group counterpart in terms of their level of job involvement it was found that the two groups differed significantly.

• Personal efficacy, religiosity and personality characteristics emerged as significant predictors of doctors job involvement.

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• Personal efficacy, religiosity and personality characteristics emerged as significant predictors of doctors job involvement.

• Personality characteristics, religiosity among the government hospitals doctors and personal efficacy, religiosity among the private
hospital doctors emerged as significant predictors of job involvement in the respective groups.

- The various facets of personality characteristics viz., need-achievement, self-confidence, pessimism, introversion, empathy and neuroticism emerged out to be significant predictors of the job involvement of doctors.

- Self-confidence, empathy and introversion the facets of personality characteristics strongly predict the job involvement of doctors working in government hospitals.

- Among the doctors of private hospitals need-achievement and pessimism emerged as strong predictors of job involvement.

Suggestions

The research work undertaken by the investigators in behavioural sciences inspite of taking all the precautions cannot be perfect because many things remain unexplored owing to various constraints, non-availability of resources and working capacity of a researcher so, carrying out a scientific research is still a big challenge for social science researchers while working on a research problem and arriving at meaningful conclusions. Every researcher makes all endeavours to make his/her investigation more clear, precise, objective and scientific but a researcher has to limit within the domain of the area of investigation. Though the research is an unending process and if it is complete in all respect then it will come to a dead end so the limitations of a research opens new avenues for future researches pertaining to the topic on which the researcher has already worked. The present researcher took utmost care in completing this small piece of research work but it cannot be free from criticism and limitations. The
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research could be more valuable if we take samples of paramedical staff from various hospitals and those doctors who are performing dual role as a medical practitioner and teacher in the medical colleges including the technical staff too. The same research can be replicated on samples of other category of employees in banking and financial sectors, railways, civil aviation, and university/school teachers. The results if obtained from the above mentioned groups could be more useful in bringing desirable change in the outlook of the employees across the groups and enhancing their effectiveness pertaining to their job.
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