Summary
SUMMARY

The present research was planned to ascertain the influence of personal efficacy, religiosity, personality characteristics and certain biographical variables on the level of job involvement of doctors. The personal efficacy, religiosity, personality characteristics, age, gender, job experience, marital status and religion are the independent variables whereas job involvement is the dependent variable. Keeping in view the major objectives of the present research in mind various comparison groups were formed on the basis of Q₁ and Q₃ cut points to see the varying effect of each independent variable on the doctors' job involvement.

Chapter-1 deals with introduction and review of literature concerning to the various variables of the topic of present research work. All possible efforts have been made to present an explicit explanation of the concepts including the relevant research studies bearing direct or indirect relation with the topic. Keeping the purpose of the study in mind 29 null-hypotheses were formulated and verified.

Chapter-2 deals with the methodology and procedure of conducting the research. The sample of the present study comprising 300 doctors (150 working in government hospitals and 150 working in private hospitals) was selected randomly from four districts of Uttar Pradesh. The Job Involvement Scale (Singh, 1984), Personal Efficacy Scale (Singh and Kumari, 1989), Religiosity Scale (Tandon, 1967), Multivariable Personality Inventory (Muthayya, 1973) and Biographical Information Blank were administered individually on the respondents to gather the information. For analyzing the
Chapter-5

SUMMARY

The present research was planned to ascertain the influence of personal efficacy, religiosity, personality characteristics and certain biographical variables on the level of job involvement of doctors. The personal efficacy, religiosity, personality characteristics, age, gender, job experience, marital status and religion are the independent variables whereas job involvement is the dependent variable. Keeping in view the major objectives of the present research in mind various comparison groups were formed on the basis of $Q_1$ and $Q_3$ cut points to see the varying effect of each independent variable on the doctors job involvement.

Chapter-1 deals with introduction and review of literature concerning to the various variables of the topic of present research work. All possible efforts have been made to present an explicit explanation of the concepts including the relevant research studies bearing direct or indirect relation with the topic. Keeping the purpose of the study in mind 29 null-hypotheses were formulated and verified.

Chapter-2 deals with the methodology and procedure of conducting the research. The sample of the present study comprising 300 doctors (150 working in government hospitals and 150 working in private hospitals) was selected randomly from four districts of Uttar Pradesh. The Job Involvement Scale (Singh, 1984), Personal Efficacy Scale (Singh and Kumari, 1989), Religiosity Scale (Tandon, 1967), Multivariable Personality Inventory (Muthayya, 1973) and Biographical Information Blank were administered individually on the respondents to gather the information. For analyzing the
obtained data t-test and Stepwise Multiple Regression Analysis have been used.

In Chapter-3 results and discussion have been presented systematically in various Tables. The various groups have been compared in terms of their mean scores. The high and low efficacy was found to significantly influence the level of job involvement of doctors among the various comparison groups. When high efficacy group of doctors working in government and private hospitals were compared it was observed that the two groups do not differ significantly with respect to their job involvement. The low efficacy also did not significantly influence the job involvement of doctors working in government and private hospitals. The high and low religiosity significantly influenced the job involvement of doctors among the various comparison groups. The high religiosity did not have a significant influence on the job involvement of doctors. The low religiosity also had an insignificant influence on the job involvement of doctors. The government and private hospital doctors differed significantly in terms of their mean job involvement scores. In terms of personal efficacy the government and private hospital doctors also differed significantly. The government and private hospital doctors were found not to differ significantly in terms of their mean religiosity scores. The result also revealed that age did not have a significant influence on the job involvement of doctors. It was observed that the male and female doctors do not differ significantly in terms of their job involvement. The high and low job experience groups were found to differ significantly in terms of their job involvement. It was also observed that marital status did not significantly influence the level of job involvement of doctors among the various comparison groups. The result also revealed that religion did not significantly influence the job involvement of doctors.
obtained data t-test and Stepwise Multiple Regression Analysis have been used.

In Chapter-3 results and discussion have been presented systematically in various Tables. The various groups have been compared in terms of their mean scores. The high and low efficacy was found to significantly influence the level of job involvement of doctors among the various comparison groups. When high efficacy group of doctors working in government and private hospitals were compared it was observed that the two groups do not differ significantly with respect to their job involvement. The low efficacy also did not significantly influence the job involvement of doctors working in government and private hospitals. The high and low religiosity significantly influenced the job involvement of doctors among the various comparison groups. The high religiosity did not have a significant influence on the job involvement of doctors. The low religiosity also had an insignificant influence on the job involvement of doctors. The government and private hospital doctors differed significantly in terms of their mean job involvement scores. In terms of personal efficacy the government and private hospital doctors also differed significantly. The government and private hospital doctors were found not to differ significantly in terms of their mean religiosity scores. The result also revealed that age did not have a significant influence on the job involvement of doctors. It was observed that the male and female doctors do not differ significantly in terms of their job involvement. The high and low job experience groups were found to differ significantly in terms of their job involvement. It was also observed that marital status did not significantly influence the level of job involvement of doctors among the various comparison groups. The result also revealed that religion did not significantly influence the job involvement of doctors.
among the various comparison groups. The high efficacy high experience and low efficacy low experience groups of doctors were found to differ significantly in terms of their job involvement. Further the stepwise multiple regression analysis of the combined sample yielded personal efficacy, religiosity and personality characteristics as the significant predictors of job involvement of doctors. Personality characteristics, religiosity among the government hospital 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 job involvement of doctors. Self-confidence, empathy and introversion are the facets of personality characteristics that emerged as strong predictors of the job involvement of government hospital doctors. Among the private hospital doctors need-achievement and pessimism emerged as strong predictors of their job involvement.

In Chapter-4 the research findings have been concluded and suggestions regarding the limitations/shortcomings pertaining to the present study and future direction for other researchers intending to work in this area of research have been given.
among the various comparison groups. The high efficacy high experience and low efficacy low experience groups of doctors were found to differ significantly in terms of their job involvement. Further the stepwise multiple regression analysis of the combined sample yielded personal efficacy, religiosity and personality characteristics as the significant predictors of job involvement of doctors. Personality characteristics, religiosity among the government hospital 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 job involvement of doctors. Self-confidence, empathy and introversion are the facets of personality characteristics that emerged as strong predictors of the job involvement of government hospital doctors. Among the private hospital doctors need-achievement and pessimism emerged as strong predictors of their job involvement.

In Chapter-4 the research findings have been concluded and suggestions regarding the limitations/shortcomings pertaining to the present study and future direction for other researchers intending to work in this area of research have been given.