Abstract
The present study was an attempt to probe that to what extent personal efficacy, religiosity, personality characteristics and their various facets, age, gender, job experience, marital status and religion influence the job involvement of doctors. In addition to it the study also aimed at to find out the significant predictors of the job involvement of doctors. Keeping in view the major objectives of this research work various comparison groups were formed on the basis of $Q_1$ and $Q_3$ cut points to see the varied effect of the independent variables on the job involvement of doctors and for the purpose of drawing meaningful conclusions the data was analyzed by means of t-test and Stepwise Multiple Regression.

The first chapter is devoted to the conceptual presentation of the variables followed by relevant research studies bearing direct/indirect relation with the topic of the present research work. Durkheim an eminent sociologist is to be credited to introduce the concept of job involvement for the first time in 1893. He emphasized the importance of job involvement in industrial set up, since then the social science researchers were enlightened with the concept and put their efforts to pursue research in this direction. Inspiring from the work of Durkheim later researchers initiated studies on job involvement in mid 1960’s and the concept gained popularity from the pioneering work of Lodahl and Kejner (1965) who were instrumental in bringing it to limelight. It is a matter of fact that job involvement seems to be an important aspect of determining one’s performance in which the phenomenon of motivation and satisfaction are readily implicit. The research literature reviewed clearly indicates that job involvement has been studied
by psychologists and management people in the context of quality of work life, work environment, employee needs and expectation, job satisfaction, commitment, life satisfaction and so on, but the study on doctors has not come to notice. Therefore, keeping in view the requirements and major objectives of this small piece of research work the present investigator formulated 29 null-hypotheses and each hypothesis has been verified to draw meaningful conclusions.

Ho1 High and low personal efficacy group of doctors will not differ in terms of job involvement.

Ho2 High and low personal efficacy will have equal effect on job involvement of doctors working in government hospitals.

Ho3 High and low personal efficacy will have equal effect on job involvement of doctors working in private hospitals.

Ho4 High personal efficacy group of doctors working in government and private hospitals will not differ in terms of job involvement.

Ho5 Low personal efficacy group of doctors working in government and private hospitals will not differ in terms of job involvement.

Ho6 High and low religious group of doctors will not differ in terms of job involvement.

Ho7 High and low religious group of doctors working in government hospitals will not differ in terms of job involvement.

Ho8 High and low religious group of doctors working in private hospitals will not differ in terms of job involvement.
Ho9  High religious group of doctors working in government and private hospitals will not differ in terms of job involvement.

Ho10  Low religious group of doctors working in government and private hospitals will not differ in terms of job involvement.

Ho11  Doctors working in government and private hospitals will not differ in terms of job involvement.

Ho12  Doctors working in government and private hospitals will not differ in terms of personal efficacy.

Ho13  Doctors working in government and private hospitals will not differ in terms of religiosity.

Ho14  High and low age group of doctors will not differ in terms of job involvement.

Ho15  Gender will not affect job involvement of doctors.

Ho16  Job experience will not be a significant determiner of job involvement.

Ho17  Marital status will not affect job involvement of doctors.

Ho18  Marital status will not affect job involvement of doctors working in government hospitals.

Ho19  Marital status will not affect job involvement of doctors working in private hospitals.

Ho20  Hindu and Muslim doctors will not differ in terms of job involvement.

Ho21  Muslim male and female doctors will not differ in terms of job involvement.
Ho22 Hindu male and female doctors will not differ in terms of job involvement.

Ho23 The high efficacy high experience group of doctors will not differ from low efficacy low experience group of doctors in terms of job involvement.

Ho24 Personal efficacy, religiosity and personality characteristics will not emerge as predictors of job involvement of doctors.

Ho25 Personal efficacy, religiosity and personality characteristics will not emerge as predictors of job involvement of doctors working in government hospitals.

Ho26 Personal efficacy, religiosity and personality characteristics will not emerge as predictors of job involvement of doctors working in private hospitals.

Ho27 The various dimensions of personality characteristics will not emerge as predictors of job involvement of doctors.

Ho28 The various dimensions of personality characteristics will not emerge as predictors of job involvement of doctors working in government hospitals.

Ho29 The various dimensions of personality characteristics will not emerge as predictors of job involvement of doctors working in private hospitals.

The second chapter 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.

The third chapter contains the results obtained and their discussion, which have been presented systematically in various Tables. The various groups were compared in terms of their mean scores to see the significance of difference if any between the groups. When high and low efficacy group 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 the low efficacy group. When we compared high and low efficacy group of doctors working in government and private hospitals separately, it was found that the high efficacy group in both the types of hospitals differed significantly from the low efficacy group with respect to job involvement. When high efficacy group of doctors working in government hospitals were compared with the high efficacy group of doctors working in private hospitals it was found that the two groups do not differ significantly with respect to their 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 the 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. The high religiosity did not have a significant influence on the job involvement of doctors. When low religiosity group of government hospital doctors were compared with low religiosity group of private hospital doctors the result revealed that both the groups do not differ significantly in terms of their mean job involvement scores. The government and private hospital doctors differed significantly in terms of their mean job involvement scores. 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. 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. When high and low experience group of government and private hospital doctors were compared it was found that the high experience group scored high on job involvement scale in comparison to the low experience group. 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. 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. 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 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 to be significant predictors of the job involvement of doctors. Self-confidence, empathy and introversion are the facets of personality characteristics that emerged as strong predictors the job involvement of doctors working in government hospitals. Among the doctors of private hospitals need-achievement and pessimism were found to be strong predictors of job involvement.

The conclusion and suggestions regarding the limitations of this study along with the future direction for the researchers intending to pursue research relating to this topic have been given in the fourth chapter.