Chapter Three

HYPOTHESES

For the present study, the following hypotheses were proposed

1. There is no difference between the nurses of private hospitals and government hospitals on job burnout.

2. There is no difference between the nurses of private hospitals and government hospitals on job involvement.

3. There is no difference between the nurses of private hospitals and government hospitals on social support.

4. There is no difference between the nurses of private hospitals and government hospitals on organizational culture.

5. There is no difference between the nurses of private hospitals and government hospitals on emotional exhaustion.

6. There is no difference between the nurses of private hospitals and government hospitals on depersonalization.

7. There is no difference between the nurses of private hospitals and government hospitals on personal accomplishment.

8. There is no difference between the nurses of private hospitals and government hospitals on approval support.

9. There is no difference between the nurses of private hospitals and government hospitals on tangible support.

10. There is no difference between the nurses of private hospitals and government hospitals on belonging support.
11 There is no difference between the nurses of private hospitals and government hospitals on fairness
12 There is no difference between the nurses of private hospitals and government hospitals on mutual trust
13 There is no difference between the nurses of private hospitals and government hospitals on openness
14 There is no difference between the nurses of private hospitals and government hospitals on synergy
15 There is no difference between the nurses of private hospitals and government hospitals on organizational climate
16 There is no difference between the nurses of private hospitals and government hospitals on organizational environment
17 There is no difference between the nurses of private hospitals and government hospitals on autonomy
18 There is no difference between the nurses of private hospitals and government hospitals on work values
19 There is no difference between the nurses of private hospitals and government hospitals on organizational belongingness
20 There is no difference between the nurses of private hospitals and government hospitals on confrontation
21 There is no difference between the nurses of private hospitals and government hospitals on proaction
22 There is no difference between the nurses of private hospitals and government hospitals on organizational loyalty
23 There is no significant predictor of job burnout amongst the two independent variables viz Organizational Culture and Social Support in the nurses of private hospitals and government hospitals.

24 There is no significant predictor of job involvement amongst the two independent variables viz Organizational Culture and Social Support in the nurses of private hospitals and government hospitals.

25 There is no significant predictor of job burnout within the specified independent variables (components of organizational culture, social support viz appraisal support, tangible support, belonging support, fairness, mutual trust, openness, synergy, organizational climate, organizational environment, autonomy, work values, organizational belongingness, confrontation, proaction, organizational loyalty) in the nurses of private hospitals.

26 There is no significant predictor of job involvement within the specified independent variables (components of organizational culture, social support viz appraisal support, tangible support, belonging support, fairness, mutual trust, openness, synergy, organizational climate, organizational environment, autonomy, work values, organizational belongingness, confrontation, proaction, organizational loyalty) in the nurses of private hospitals.
27 There is no significant predictor of job burnout within the specified independent variables (components of organizational culture, social support viz appraisal support, tangible support, belonging support, fairness, mutual trust, openness, synergy, organizational climate, organizational environment, autonomy, work values, organizational belongingness, confrontation, proaction, organizational loyalty) in the nurses of government hospitals.

28 There is no significant predictor of job involvement within the specified independent variables (components of organizational culture, social support viz appraisal support, tangible support, belonging support, fairness, mutual trust, openness, synergy, organizational climate, organizational environment, autonomy, work values, organizational belongingness, confrontation, proaction, organizational loyalty) in the nurses of government hospitals.

29 There is no significant predictor of job burnout within the specified independent variables (components of organizational culture, social support viz appraisal support, tangible support, belonging support, fairness, mutual trust, openness, synergy, organizational climate, organizational environment, autonomy, work values, organizational belongingness, confrontation, proaction, organizational loyalty) in the nurses of private hospitals and government hospitals.
There is no significant predictor of job involvement within the specified independent variables (components of organizational culture, social support viz., appraisal support, tangible support, belonging support, fairness, mutual trust, openness, synergy, organizational climate, organizational environment, autonomy, work values, organizational belongingness, confrontation, proaction, organizational loyalty) in the nurses of private hospitals and government hospitals.