SUMMARY
The present study was planned to explore, "The Effects of Organizational Role Stress and Perceived Organizational Climate on Employees health". In this research organizational role stress and organizational climate have been studied as independent variable and health as dependent variable - health has been studied in terms of physical and psychological health.

Physically and psychologically healthy employees are the most important asset of an organization, as they influence the overall functioning of the organization. Since the time of industrial revolution efforts have been made to improve the health of employees. Physical and psychological health of employees is very much influenced by the organizational factors as they spend much of their time at workplace. Hence, the present study was planned to understand the determiners of physical and psychological health with reference to organizational role stress and organizational climate.

Whole research work has been divided into four different chapters. The first chapter of the thesis discusses the basic concepts of organizational role stress, organizational climate, physical and psychological health. This chapter also incorporates research literature on independent variables i.e. organizational role stress and organizational climate and on dependent variable i.e. physical and psychological health, that showed that health of employees is influenced by different factors associated with the organizational role stress and organizational climate. Poor health of employees greatly disturb the functioning of the organization in particular and their families in general.
Chapter II of the thesis deals with the methodology of the present study. The study was conducted on a sample of 140 managers - 70 managers from the commercial section and 70 managers from the technical section. Three psychological tools have been used to collect information from both the groups of managers.

To gather information regarding the role stress, organizational role stress scale developed and standardized by Pareek (1982, 1993) was used, and for the climate, organizational climate questionnaire developed by Shailendra Singh (1989) was used. For the measurement of physical and psychological health of commercial and technical groups of managers Cornell Medical Index (CMI) was used.

Keeping in view the significance of the study data obtained from commercial and technical groups of managers were analysed in two phases. In the first phase t-test was employed to find out the significance of difference between means on different dimensions of independent and dependent variables. In the second phase stepwise multiple regression analysis was used to identify the predictors of dependent variable.

In chapter III results and discussions are presented. When t-test was used it was found that commercial and technical groups of managers differed significantly on eleven and two dimensions of physical and psychological health respectively. Both the groups also differed on physical and psychological health as a whole. For organizational role stress both the groups differed significantly on five dimensions and on organizational role stress as a whole. When both the groups of managers compared on organizational climate, it was found that the two groups differed on climate
as a whole and on its eight dimensions.

In the second phase of the analysis, stepwise multiple regression analysis was undertaken to identify the predictors of physical and psychological health for both the groups of managers.

Stepwise multiple regression analysis revealed that physical health in commercial group of managers is influenced by seven dimensions of organizational role stress and six dimensions of organizational climate and organizational climate as a whole. Whereas, psychological health of commercial managers is influenced by one and three dimensions of organizational role stress and organizational climate respectively.

For technical group of managers stepwise multiple regression analysis revealed that six dimensions of organizational role stress and seven dimensions of organizational climate emerged as predictors of physical health. Whereas, five and four dimensions of organizational role stress and organizational climate respectively emerged as significant predictors of psychological health in case of technical group of managers.

The chapter IV incorporates conclusion and suggestion. It has been suggested that if job satisfaction or job motivation could be taken as independent variables for studying the physical and psychological health of managers much better results could be obtained. Researcher could also enhanced the results by taking into consideration the biographical characteristics of the managers.