The purpose of the present research is to study, "The Effects of Organizational Role Stress and Perceived Organizational Climate on Employees Health". Keeping in view the intricacy of the objectives of the present study, it is necessary to explain the independent and dependent variables. The organizational role stress and organizational climate with their various dimensions have been taken as independent variables and health - physical and psychological as dependent variable.

The first chapter of the thesis incorporates the research literature on the influence of organizational role stress and organizational climate on physical and psychological health. The future growth of an organization much depends on its motivated and healthy work force. Health of employees is a function of their perception of the organizational climate and role. When their roles are clearly defined and organizational climate is not a source of stress they feel physically and psychologically healthy but when they perceive organizational climate and their roles as unfavourable then it will adversely influence their health.

Methodological details of the thesis are discussed in the chapter II. A sample of two groups of managers - commercial and technical has been selected from 'Star Paper Mills Ltd.'. The two groups were chosen in this study because they perform different responsibilities. Organizational Role Stress Scale developed and standardized by Pareek (1982, 1993), Organizational Climate Questionnaire developed by Shailendra Singh (1989) and Cornell Medical Index Health Questionnaire have been used to study the influence of independent variables on dependent variable.
Data obtained from both the groups of managers - commercial and technical were analyzed in two phases. In the first phase t-test was used to find out the mean difference between both the comparison groups on different dimensions of organizational role stress, organizational climate and physical and psychological health. Stepwise multiple regression analysis was used in the second phase to identify various dimensions of independent variables (ORS and OC) that emerged as significant predictors of physical and psychological health of commercial and technical groups of managers.

In Chapter III results and their discussion are incorporated. It was found from results that some dimensions of organizational role stress and organizational climate influenced significantly physical and psychological health of both the groups of managers - commercial and technical.

Chapter IV incorporates suggestions that may help the future researchers to carry on their research on similar topics with certain other independent variables, that may yield better results.