The conclusions arrived on the basis of the findings of the reward allocation behaviour of the subjects of this study are as follows:

1. 53.75% of the total subjects allocated the rewards according to the equality norm and 36.25% according to the equity norm.

2. (a) Out of 27 subjects with 30% level of performance, 7 subjects allocated the reward according to equity norm and 20 subjects according to the equality norm.

   (b) Out of the 26 subjects with 50% level of performance, 19 subjects allocated the reward according to the equity norm and 7 subjects according to the equality norm.

   (c) Out of the 27 subjects with 80% level of performance, 3 subjects allocated the reward according to the equity norm and 24 subjects according to the equality norm.

3. (a) 90% of the LSEL-LEA-LA subjects allocated the reward according to the equality norm.

   (b) 10% of the LSEL-LEA-LA subjects allocated the reward according to the equity norm.
(c) 100% of the LSEL-LEA-HA subjects allocated the reward according to the equality norm.

(d) 0% of the LSEL-LEA-HA subjects allocated the reward according to the equity norm.

(e) 20% of the LSEL-HEA-LA subjects allocated the reward according to the equality norm.

(f) 80% of the LSEL-HEA-LA subjects allocated the reward according to the equity norm.

(g) 50% of the LSEL-HEA-HA subjects allocated the reward according to the equality norm.

(h) 40% of the LSEL-HEA-HA subjects allocated the reward according to the equity norm.

(i) 70% of the HSEL-LEA-LA subjects allocated the reward according to the equality norm.

(j) 30% of the HSEL-LEA-LA subjects allocated the reward according to the equity norm.

(k) 90% of the HSEL-LEA-HA subjects allocated the reward according to the equality norm.

(l) 10% of the HSEL-LEA-HA subjects allocated the reward according to the equity norm.
(m) 0% of the HSEL-HEA-LA subjects allocated the reward according to the equality norm.

(n) 100% of the HSEL-HEA-LA subjects allocated the reward according to the equity norm.

(o) 60% of the HSEL-HEA-HA subjects allocated the reward according to the equality norm.

(p) 40% of the HSEL-HEA-HA subjects allocated the reward according to the equity norm.

The 5-item questionnaire was administered in order to find out, to what extent performance or input/output ratio, as proposed by Adams (1965) and others in defining inequity and explaining principles of 'distributive justice', actually influenced the reward allocation behaviour of the subjects of this study. Although on only 3 out of the 5-items, the findings are significant, yet it is obvious, as explained in the analysis of these and other findings, that in most of the cases principles or norms, other than the norms of 'distributive justice' were governing the reward allocation behaviour of the subjects of this study.

The findings on the 5-item questionnaire are as follows:

Item - 1.

(a) SEL did not influence the reward allocation behaviour
of our subjects in taking performance into consideration, 
\(F = 2.78, p < .05\).

(b) EA did not influence the reward allocation behaviour, in taking performance into account.

(c) \(AX\) did not influence the reward allocation behaviour in taking account of performance, \((F = 2.43, p < .05)\).

(d) The interaction effect of \(AXB, AXC, BXC\), and \(AXBXC\) did not influence the division of reward in taking account of performance.

Item - 2.

(a) \(SEL\) did not influence the reward allocation behaviour of the subjects in comparing their own performance with that of their partners.

(b) EA influenced the reward allocation behaviour of the subjects, in comparing their own performance with that of their partners, \((F = 4.61, p > .05)\).

(c) \(AX\) did not influence the reward allocation behaviour of the subjects in comparing their own performance with that of their partners.

(d) The interaction effect of \(AXB, AXC, BXC\) and \(AXBXC\) did not influence the subjects, in comparing their own performance with what of their partners.
Item - 3.

(a) SEL did not influence the reward allocation behaviour of the subjects, in taking into account the quality of their performance and that of their partners.

(b) EA influenced the reward allocation behaviour of the subjects, in taking account of the quality of their performance and that of their partners, \((F = 8.57, p > .01)\).

(c) AX did not influence the reward allocation behaviour of the subjects in taking account of the quality of their performance and that of their partners.

(d) The interaction effect of AXB, AXC, BXC and AXEXC did not influence the subjects, in taking into account the quality of their performance and that of their partners.

Item - 4.

(a) SEL did not influence the reward allocation behaviour of the subjects, in wanting to have the same partners in a further study of this type.

(b) EA influenced the reward allocation behaviour of the subjects, in wanting to have the same partners in a further study of this type, \((F = 4.88, p > .05)\).

(c) AX did not influence the regard allocation behaviour of the subjects, in wanting to have the same partners in a further study of this type.
(d) The interaction effect of AXB, AXG, BXG and AXBXG did not influence the reward allocation behaviour of the subjects, in wanting to have the same partners in a further study of this type.

Item 5.

(a) SEL did not influence the reward allocation behaviour of the subjects, in taking into account the opinion of their partners of the allocation on reward.

(b) EA did not influence the subjects, in taking into account the opinion of their partners on the allocation of reward.

(c) AX did not influence the subjects, in taking into account the opinion of their partners on the allocation of reward, \( (F = 2.33, p < .05) \).

(d) The interaction effect of AXB, AXG, BXG and AXBXG did not influence the subjects, in taking into account the opinion of their partners on the allocator of reward.

When the effect of the level of emotional adjustment was differentiated it was found that on three times, of the 5-item questionnaire, low emotional adjustment was found to be statistically significant in influencing the reward allocation behaviour of the subjects in this study.