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The present study is a study of the impact of organizational health and work values on job motivation among textile industry workers. This study was undertaken believing that organizational health and work values are the important aspects that lead to number of outcomes in the work situations. So these are taken as independent variables. Job motivation has been a challenging task for the psychologists, managers, entrepreneurs and supervisors. A number of studies have been conducted on job motivation but have not shown consensus on any single factor or group of factors that equally and consistently motivate employees (Bhargava, 1978; Manju, 1992; Shah Alam, 1993; Chiu and Randy 2000; Foster, Jeremy, 2000; Haslam et al, 2000; Analoui, Farhad, 2001; Konrad, Edward, 2001; Kleinbeck et al, 2002; Sufficoool, Tammi, 2002). Hence, it has been taken as dependent variable in our investigation.

The major hypotheses formulated for empirical verification were:

**H₀₁**: There will be no impact of organizational health on job motivation among overall textile industry workers.

**H₀₂**: There will be no impact of work values on job motivation among overall textile industry workers.
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\(H_0^3\): There will be no impact of organizational health on job motivation among technical group of textile industry workers.

\(H_0^4\): There will be no impact of work values on job motivation among technical group of textile industry workers.

\(H_0^5\): There will be no impact of organizational health on job motivation among non-technical group of textile industry workers.

\(H_0^6\): There will be no impact of work values on job motivation among non-technical group of textile industry workers.

We have dealt with methodological issues and tools of measurement, sample, hypothesis to be tested and the experimental design to be selected for carrying out the research in chapter three. Organizational Health Scale (OHS) developed by Miles (1965), has been used. It comprised 40 evaluative criteria classified under ten dimensions namely, goal focus, communication adequacy, optimal power utilization, resource utilization, cohesiveness, morale, innovativeness, autonomy, adaptation and problem-solving adequacy. The scale yielded total health scores as well as dimensions wise scores. The items in the scale were given in five point rating format.

Work Value Scale (WVS) developed by Super (1996), is used in order to measure work values within the organizations. The scale consists of ten items which represents five types of work
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values, namely: (1) Social (2) Extrinsic (3) Prestige (4) Intrinsic and (5) Mixed. It had a four point rating scale.

Job Motivation Scale (JMS) developed by Akhtar and Manju (1992) is used in the proposed study. It is a five point Likert type of scale. It consists of 28 items divided into extrinsic and intrinsic pattern.

The present study was conducted on sample of 200 textile industry workers, drawn randomly from textile industries situated at Ganjdundawara, Dist. Etah of the state of Uttar Pradesh. Two broad categories were formulated from the sample, technical workers (N=100) and non-technical workers (N=100). The researcher personally contacted the workers. The method of collecting the data was Interview Method.

In the present investigation there are two independent variables and one dependent variable. The independent variables are organizational health and work values and the dependent variable is job motivation. The relationship among the variables was to be found out, so correlation method was used as the statistical technique for analyzing the data.

The results obtained indicated a high correlation between organizational health and job motivation and also between work values and job motivation among overall textile industry workers.
Further, the same trend was seen for both the group of workers that is, technical and non-technical group of textile industry workers respectively.

The major findings may be summarized as: there is an impact of organizational health and work values on job motivation among textile industry workers. Positive organizational health and higher work values leads to enhancement of job motivation, which in turn makes the organization a perfect organization to work with.

The study has special implications for the management. Many research evidence demonstrates positive evaluations of organizational attributes which directly or indirectly leads to organizational and individual effectiveness and productivity (Sayeed, 1980; Jadeja, 1995).

The obtained findings yielded some more suggestions. Summarizing the findings reported earlier it can be implied that organizational health and work values have an enhancing affect on job motivation of workers. It was also observed that, high organizational health raised the job motivation of both the categories of the textile industry workers. On the other hand, good work values increased the job motivation of the employees/workers.