Chapter Five
Conclusions and Recommendations
Examining the various types of organizational commitment (affective; continuance and normative) and psychological well-being (good mental health; poor mental health; social support; social stressor; work support; work stressor; personal support and personal stressor) varying results are obtained. Present study incorporated the use of stepwise multiple regression analysis, in order to analyse the data. This method had the power to isolate the predictor variables in the sequence which could have significant influence on employee’s total quality of working life and role stress and their various facets. Moving on the same lines, t-test has been applied in the later part of data-analysis to examine whether the various comparison groups differ on each variable or not. The results thus obtained from relational and comparative study of different groups are concluded as under:

- Overall quality of working life (QWL) significantly affected overall organizational commitment (OC) among overall various levels bank managers.
- Three factors of quality of working life, namely, recognition; economic benefits and total quality of working life emerged predictors of overall affective commitment among overall various levels bank managers.
- Two factors of quality of working life, namely, intergroup relations and total quality of working life emerged predictors of overall continuance commitment among overall various levels bank managers.
- Two factors of quality of working life, namely, recognition and total quality of working life emerged predictors of overall normative commitment among overall various levels bank managers.
- Eight factors of quality of working life, namely, work itself, employee participation, physical working conditions, intergroup relations, employee relations, trust, recognition and total quality of working life emerged predictors of overall total organizational commitment among overall various levels bank managers.
- Overall role stress (RS) significantly affected overall organizational commitment (OC) among overall various levels bank managers.
- Two factors of role stress, namely, role erosion and role ambiguity emerged predictors of overall affective commitment among overall various levels bank managers.
- A single factor of role stress, namely, role stagnation emerged predictor of overall continuance commitment among overall various levels bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of overall normative commitment among overall various levels bank managers.
• Three factors of role stress, namely, role stagnation, personal inadequacy and self role distance emerged predictors of overall total organizational commitment among overall various levels bank managers.

• Overall quality of working life (QWL) significantly affected overall psychological well-being (PWB) among overall various levels bank managers.

• Four factors of quality of working life, namely, employee participation; organizational climate; self respect and total quality of working life emerged predictors of overall good mental health among overall various levels bank managers.

• Two factors of quality of working life, namely, self respect and total quality of working life emerged predictors of overall poor mental health among overall various levels bank managers.

• Seven factors of quality of working life, namely, work itself; physical working conditions; autonomy at work; clarity in organization; recognition; self respect and total quality of working life emerged predictors of overall social support among overall various levels bank managers.

• Five factors of quality of working life, namely, work itself; union management relations; employee relations; trust and total quality of working life emerged predictors of overall social stressor among overall various levels bank managers.

• Six factors of quality of working life, namely, employee participation; organizational climate; autonomy at work; clarity in organization; self respect and total quality of working life emerged predictors of overall work support among overall various levels bank managers.

• Two factors of quality of working life, namely, recognition and total quality of working life emerged predictors of overall personal stressor among overall various levels bank managers.

• Four factors of quality of working life, namely, employee participation; union management relations; self respect and total quality of working life emerged predictors of overall personal support among overall various levels bank managers.

• Four factors of quality of working life, namely, self respect; trust; promotion and total quality of working life emerged predictors of overall personal stressor among overall various levels bank managers.

• Six factors of quality of working life, namely, employee participation; employee relations; autonomy at work; economic benefits; self respect and total quality of working life emerged predictors of overall total psychological well-being among overall various levels bank managers.

• Overall role stress (RS) significantly affected overall psychological well-being (PWB) among overall various levels bank managers.

• Three factors of role stress, namely, role stagnation; personal inadequacy and role ambiguity emerged predictors of overall good mental health among overall various levels bank managers.
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- Two factors of role stress, namely, role expectation conflict and role inadequacy emerged predictors of overall poor mental health among various levels bank managers.
- Six factors of role stress, namely, role stagnation; role expectation conflict; role isolation; personal inadequacy; self role distance and role ambiguity emerged predictors of overall social support among various levels bank managers.
- A single factor of role stress, namely, inter role distance emerged predictor of overall social stressor among various levels bank managers.
- Three factors of role stress, namely, role stagnation; role expectation conflict and personal inadequacy emerged predictors of overall work support among various levels bank managers.
- A single factor of role stress, namely, self role distance emerged predictor of overall work stressor among various levels bank managers.
- Two factors of role stress, namely, inter role distance and role stagnation emerged predictors of overall personal support among various levels bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of overall personal stressor among various levels bank managers.
- Four factors of role stress, namely, role expectation conflict; role isolation; personal inadequacy and self role distance emerged predictors of overall total psychological well-being among various levels bank managers.
- Overall quality of working life (QWL) significantly affected overall organizational commitment (OC) among various levels bank managers of MP state.
- A single factor of quality of working life, namely, total quality of working life emerged predictor of overall affective commitment among various levels bank managers of MP state.
- Three factors of quality of working life, namely, work itself; intergroup relations and total quality of working life emerged predictors of overall continuance commitment among various levels bank managers of MP state.
- Two factors of quality of working life, namely, employee participation and total quality of working life emerged predictors of overall normative commitment among various levels bank managers of MP state.
- Six factors of quality of working life, namely, work itself; employee participation; physical working conditions; autonomy at work; economic benefits and total quality of working life emerged predictors of overall total organizational commitment among various levels bank managers of MP state.
- Overall role stress (RS) significantly affected overall organizational commitment (OC) among various levels bank managers of MP state.
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- A single factor of role stress, namely, role overload emerged predictor of overall affective commitment among overall various levels bank managers of MP state.
- None of the factors of role stress emerged predictors of overall continuance commitment among overall various levels bank managers of MP state.
- None of the factor of role stress emerged predictor of overall normative commitment among overall various levels bank managers of MP state.
- Two factors of role stress, namely, personal inadequacy and self role distance emerged predictors of overall total organizational commitment among overall various levels bank managers of MP state.
- Overall quality of working life (QWL) significantly affected overall psychological well-being (PWB) among overall various levels bank managers of MP state.
- Three factors of quality of working life, namely, employee participation; employee relations and total quality of working life emerged predictors of overall good mental health among overall various levels bank managers of MP state.
- Two factors of quality of working life, namely, clarity in organization and total quality of working life emerged predictors of overall poor mental health among overall various levels bank managers of MP state.
- Four factors of quality of working life, namely, work itself; supervisory roles; self respect and total quality of working life emerged predictors of overall social support among overall various levels bank managers of MP state.
- Three factors of quality of working life, namely, work itself; clarity in organization and total quality of working life emerged predictors of overall social stressor among overall various levels bank managers of MP state.
- Six factors of quality of working life, namely, employee participation; employee relations; autonomy at work; supervisory roles; employee’s health and and total quality of working life emerged predictors of overall work support among overall various levels bank managers of MP state.
- Six factors of quality of working life, namely, work itself; intergroup relations; employee relations; clarity in organization; self respect and and total quality of working life emerged predictors of overall work stressor among overall various levels bank managers of MP state.
- Four factors of quality of working life, namely, organizational climate; supervisory roles; self respect and and total quality of working life emerged predictors of overall personal support among overall various levels bank managers of MP state.
- Two factors of quality of working life, namely, organizational commitment and trust emerged predictors of overall personal stressor among overall various levels bank managers of MP state.
- Seven factors of quality of working life, namely, physical working conditions; employee relations; organizational commitment; self respect; employee health;
promotion and total quality of working life emerged predictors of overall total psychological well-being among overall various levels bank managers of MP state.

- Overall role stress (RS) significantly affected overall psychological well-being (PWB) among overall various levels bank managers of MP state.
- A single factor of role stress, namely, role stagnation emerged predictor of overall good mental health among overall various levels bank managers of MP state.
- A single factor of role stress, namely, self role distance emerged predictor of overall poor mental health among overall various levels bank managers of MP state.
- Two factors of role stress, namely, self role distance and role ambiguity emerged predictors of overall social support among overall various levels bank managers of MP state.
- Two factors of role stress, namely, role erosion and role inadequacy emerged predictors of overall social stressor among overall various levels bank managers of MP state.
- A single factor of role stress, namely, self role distance emerged predictor of overall work support among overall various levels bank managers of MP state.
- A single factor of role stress, namely, inter role distance emerged predictor of overall work stressor among overall various levels bank managers of MP state.
- Two factors of role stress, namely, role erosion and role ambiguity emerged predictors of overall personal support among overall various levels bank managers of MP state.
- Two factors of role stress, namely, role ambiguity and role inadequacy emerged predictors of overall personal stressor among overall various levels bank managers of MP state.
- A single factor of role stress, namely, role erosion emerged predictor of overall total psychological well-being among overall various levels bank managers of MP state.
- Overall quality of working life (QWL) significantly affected overall organizational commitment (OC) among overall various levels bank managers of UP state.
- A single factor of quality of working life, namely, economic benefits emerged predictor of overall affective commitment among overall various levels bank managers of UP state.
- Four factors of quality of working life, namely, employee participation; trust; recognition and total quality of working life emerged predictors of overall continuance commitment among overall various levels bank managers of UP state.
- None of the factors of quality of working life emerged predictors of overall normative commitment among overall various levels bank managers of UP state.
• Three factors of quality of working life, namely, physical working conditions; economic benefits and total quality of working life emerged predictors of overall total organizational commitment among overall various levels bank managers of UP state.

• Overall role stress (RS) significantly affected overall organizational commitment (OC) among overall various levels bank managers of UP state.

• Two factors of role stress, namely, role overload and total role stress emerged predictors of overall affective commitment among overall various levels bank managers of UP state.

• Two factors of role stress, namely, inter role distance and role overload emerged predictors of overall continuance commitment among overall various levels bank managers of UP state.

• A single factor of role stress, namely, total role stress emerged predictor of overall normative commitment among overall various levels bank managers of UP state.

• Three factors of role stress, namely, role stagnation; role ambiguity and total role stress emerged predictors of overall total organizational commitment among overall various levels bank managers of UP state.

• Overall quality of working life (QWL) significantly affected overall psychological well-being (PWB) among overall various levels bank managers of UP state.

• Two factors of quality of working life, namely, organizational climate and total quality of working life emerged predictors of overall good mental health among overall various levels bank managers of UP state.

• Five factors of quality of working life, namely, employee relations; organizational commitment; supervisory relations; self respect and total quality of working life emerged predictors of overall poor mental health among overall various levels bank managers of UP state.

• Five factors of quality of working life, namely, union management relations; organizational climate; autonomy at work; self respect and total quality of working life emerged predictors of overall social support among overall various levels bank managers of UP state.

• Five factors of quality of working life, namely, inter group relations; employee relations; trust; clarity in organization and economic benefits emerged predictors of overall social stressor among overall various levels bank managers of UP state.

• Four factors of quality of working life, namely, autonomy at work; economic benefits; self respect and total quality of working life emerged predictors of overall work support among overall various levels bank managers of UP state.

• Two factors of quality of working life, namely, trust and employee health emerged predictors of overall work stressor among overall various levels bank managers of UP state.
• Four factors of quality of working life, namely, employee participation; physical working conditions; self respect and total quality of working life emerged predictors of overall personal support among overall various levels bank managers of UP state.

• Two factors of quality of working life, namely, supervisory relations and total quality of working life emerged predictors of overall personal stressor among overall various levels bank managers of UP state.

• Four factors of quality of working life, namely, autonomy at work; supervisory relations; economic benefits and total quality of working life emerged predictors of overall total psychological well-being among overall various levels bank managers of UP state.

• Overall role stress (RS) significantly affected overall psychological well-being (PWB) among overall various levels bank managers of UP state.

• Four factors of role stress, namely, role stagnation; role erosion; role overload and personal inadequacy emerged predictors of overall good mental health among overall various levels bank managers of UP state.

• Two factors of role stress, namely, role stagnation and role inadequacy emerged predictors of of overall poor mental health among overall various levels bank managers of UP state.

• Four factors of role stress, namely, role stagnation; role erosion; role overload and personal inadequacy emerged predictors of overall social support among overall various levels bank managers of UP state.

• Three factors of role stress, namely, self role distance; role ambiguity and total role stress emerged predictors of overall social stressor among overall various levels bank managers of UP state.

• Four factors of role stress, namely, role stagnation; role erosion; role overload and personal inadequacy emerged predictors of overall work support among overall various levels bank managers of UP state.

• Three factors of role stress, namely, role ambiguity; role inadequacy and total role stress emerged predictors of of overall work stressor among overall various levels bank managers of UP state.

• Four factors of role stress, namely, role stagnation; role erosion; role overload and personal inadequacy emerged predictors of overall personal support among overall various levels bank managers of UP state.

• None of the factors of role stress emerged predictors of overall personal stressor among overall various levels bank managers of UP state.

• Five factors of role stress, namely, role stagnation; role erosion; role overload; personal inadequacy and total role stress emerged predictors of overall total psychological well-being among overall various levels bank managers of UP state.

• Overall quality of working life (QWL) significantly affected overall organizational commitment (OC) among overall bank managers of scale-1.
• A single factor of quality of working life, namely, total quality of working life emerged predictor of overall affective commitment among overall bank managers of scale-1.

• A single factor of quality of working life, namely, total quality of working life emerged predictor of overall continuance commitment among overall bank managers of scale-1.

• Two factors of quality of working life, namely, recognition and, total quality of working life emerged predictors of overall normative commitment among overall bank managers of scale-1.

• Four factors of quality of working life, namely, union management relations; employee relations; promotion and total quality of working life emerged predictors of overall total organizational commitment among overall bank managers of scale-1.

• Overall role stress (RS) significantly affected overall organizational commitment (OC) among overall bank managers of scale-1.

• A single factor of role stress, namely, role stagnation emerged predictor of overall affective commitment among overall bank managers of scale-1.

• A single factor of role stress, namely, role stagnation emerged predictor of overall continuance commitment among overall bank managers of scale-1.

• None of the factors of role stress emerged predictors of overall normative commitment among overall bank managers of scale-1.

• Two factors of role stress, namely, self role distance and total role stress emerged predictors of overall total organizational commitment among overall bank managers of scale-1.

• Overall quality of working life (QWL) significantly affected overall psychological well-being (PWB) among overall bank managers of scale-1.

• A single factor of quality of working life, namely, total quality of working life emerged predictor of overall good mental health among overall bank managers of scale-1.

• Three factors of quality of working life, namely, recognition; economic benefits and total quality of working life emerged predictors of overall poor mental health among overall bank managers of scale-1.

• Two factors of quality of working life, namely, employee relations and total quality of working life emerged predictors of overall social support among overall bank managers of scale-1.

• Five factors of quality of working life, namely, work itself; physical working conditions; employee relations; trust and economic benefits emerged predictors of overall social stressor among overall bank managers of scale-1.

• Three factors of quality of working life, namely, physical working conditions; organizational commitment and total quality of working life emerged predictors of overall personal support among overall bank managers of scale-1.
• A single factor of quality of working life, namely, total quality of working life emerged predictor of overall personal stressor among overall bank managers of scale-1.

• Three factors of quality of working life, namely, employee relations; employee health and total quality of working life emerged predictors of overall work support among overall bank managers of scale-1.

• A single factor of quality of working life, namely, recognition emerged predictor of overall work stressor among overall bank managers of scale-1.

• Four factors of quality of working life, namely, employee relations; autonomy at work; economic benefits and total quality of working life emerged predictors of overall personal stressor among overall bank managers of scale-1.

• Overall role stress (RS) significantly affected overall psychological well-being (PWB) among overall bank managers of scale-1.

• A single factor of role stress, namely, inter role distance emerged predictor of overall good mental health among overall bank managers of scale-1.

• A single factor of role stress, namely, role expectation conflict emerged predictor of overall poor mental health among overall bank managers of scale-1.

• Two factors of role stress, namely, role stagnation and role expectation conflict emerged predictors of overall social support among overall bank managers of scale-1.

• Two factors of role stress, namely, role inadequacy and total role stress emerged predictors of overall social stressor among overall bank managers of scale-1.

• Two factors of role stress, namely, role stagnation and role ambiguity emerged predictors of overall personal support among overall bank managers of scale-1.

• A single factor of role stress, namely, total role stress emerged predictor of overall personal stressor among overall bank managers of scale-1.

• Two factors of role stress, namely, role stagnation and role expectation conflict emerged predictors of overall work support among overall bank managers of scale-1.

• Two factors of role stress, namely, role erosion and personal inadequacy emerged predictors of overall work stressor among overall bank managers of scale-1.

• Five factors of role stress, namely, role stagnation; role expectation conflict; role overload; role ambiguity and role inadequacy emerged predictors of overall total psychological well-being among overall bank managers of scale-1.

• Overall quality of working life (QWL) significantly affected overall organizational commitment (OC) among overall bank managers of scale-2.
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- Two factors of quality of working life, namely, promotion and total quality of working life emerged predictors of overall affective commitment among overall bank managers of scale-2.
- None of the factors of quality of working life emerged predictor of overall continuance commitment among overall bank managers of scale-2.
- Two factors of quality of working life, namely, promotion and total quality of working life emerged predictors of overall normative commitment among overall bank managers of scale-2.
- Three factors of quality of working life, namely, organizational commitment; supervisory roles and total quality of working life emerged predictors of overall total organizational commitment among overall bank managers of scale-2.
- Overall role stress (RS) significantly affected overall organizational commitment (OC) among overall bank managers of scale-2.
- Two factors of role stress, namely, role erosion and self role distance emerged predictors of overall affective commitment among overall bank managers of scale-2.
- Two factors of role stress, namely, role stagnation and role expectation conflict emerged predictors of overall continuance commitment among overall bank managers of scale-2.
- A single factor of role stress, namely, role inadequacy emerged predictor of overall normative commitment among overall bank managers of scale-2.
- Five factors of role stress, namely, inter role distance; role stagnation; role expectation conflict; role erosion and total role stress emerged predictors of overall total organizational commitment among overall bank managers of scale-2.
- Overall quality of working life (QWL) significantly affected overall psychological well-being (PWB) among overall bank managers of scale-2.
- A single factor of quality of working life, namely, supervisory roles emerged predictor of overall good mental health among overall bank managers of scale-2.
- Four factors of quality of working life, namely, physical working conditions; trust; self respect and total quality of working life emerged predictors of overall poor mental health among overall bank managers of scale-2.
- Seven factors of quality of working life, namely, work itself; physical working conditions; organizational climate; supervisory roles; clarity in organization; self respect and total quality of working life emerged predictors of overall social support among overall bank managers of scale-2.
- Four factors of quality of working life, namely, physical working conditions; union management relations; clarity in organization and total quality of working life emerged predictors of overall social stressor among overall bank managers of scale-2.
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- Two factors of quality of working life, namely, physical working conditions and organizational commitment emerged predictors of overall personal support among overall bank managers of scale-2.
- Three factors of quality of working life, namely, employee participation; trust and total quality of working life emerged predictors of overall personal stressor among overall bank managers of scale-2.
- Six factors of quality of working life, namely, physical working conditions; organizational climate; clarity in organization; recognition; self respect and total quality of working life emerged predictors of overall work support among overall bank managers of scale-2.
- Two factors of quality of working life, namely, self respect and total quality of working life emerged predictors of overall work stressor among overall bank managers of scale-2.
- Nine factors of quality of working life, namely, employee participation; physical working conditions; organizational climate; organizational commitment; supervisory roles; clarity in organization; economic benefits; self respect and total quality of working life emerged predictors of overall total psychological well-being among overall bank managers of scale-2.
- Overall role stress (RS) significantly affected overall psychological well-being (PWB) among overall bank managers of scale-2.
- Two factors of role stress, namely, role expectation conflict and total role stress emerged predictors of overall good mental health among overall bank managers of scale-2.
- None of the factors of role stress emerged predictor of overall poor mental health among overall bank managers of scale-2.
- A single factor of role stress, namely, role inadequacy emerged predictor of overall social support among overall bank managers of scale-2.
- A single factor of role stress, namely, self role distance emerged predictor of overall social stressor among overall bank managers of scale-2.
- Two factors of role stress, namely, role erosion and role overload emerged predictors of overall personal support among overall bank managers of scale-2.
- A single factor of role stress, namely, role erosion emerged predictor of overall personal stressor among overall bank managers of scale-2.
- A single factor of role stress, namely, inter role distance emerged predictor of overall work support among overall bank managers of scale-2.
- None of the factors of role stress emerged predictor of overall work stressor among overall bank managers of scale-2.
- Four factors of role stress, namely, personal inadequacy; role ambiguity; role inadequacy and total role stress emerged predictors of overall total psychological well-being among overall bank managers of scale-2.
- Overall quality of working life (QWL) significantly affected overall organizational commitment (OC) among overall bank managers of scale-3.
• Three factors of quality of working life, namely, physical working conditions; inter group relations and total quality of working life emerged predictors of overall affective commitment among overall bank managers of scale-3.

• A single factor of quality of working life, namely, recognition emerged predictor of overall continuance commitment among overall bank managers of scale-3.

• Two factors of quality of working life, namely, physical working conditions and self respect emerged predictors of overall normative commitment among overall bank managers of scale-3.

• Five factors of quality of working life, namely, physical working conditions; autonomy at work; recognition; employee health and total quality of working life emerged predictors of overall total organizational commitment among overall bank managers of scale-3.

• Overall role stress (RS) significantly affected overall organizational commitment (OC) among overall bank managers of scale-3.

• A single factor of role stress, namely, role inadequacy emerged predictor of overall affective commitment among overall bank managers of scale-3.

• A single factor of role stress, namely, total role stress emerged predictor of overall continuance commitment among overall bank managers of scale-3.

• None of the factors of role stress emerged predictor of overall normative commitment among overall bank managers of scale-3.

• Five factors of role stress, namely, inter role distance; role stagnation; role erosion; personal inadequacy and role inadequacy emerged predictors of overall total organizational commitment among overall bank managers of scale-3.

• Overall quality of working life (QWL) significantly affected overall psychological well-being (PWB) among overall bank managers of scale-3.

• A single factor of quality of working life, namely, trust emerged predictor of overall good mental health among overall bank managers of scale-3.

• Two factors of quality of working life, namely, physical working conditions and self respect emerged predictors of overall poor mental health among overall bank managers of scale-3.

• Three factors of quality of working life, namely, union management relations; autonomy at work and promotion emerged predictors of overall social support among overall bank managers of scale-3.

• Two factors of quality of working life, namely, recognition and total quality of working life emerged predictors of overall social stressor among overall bank managers of scale-3.

• Two factors of quality of working life, namely, union management relations and promotion emerged predictors of overall work support among overall bank managers of scale-3.
• Three factors of quality of working life, namely, autonomy at work; recognition and and total quality of working life emerged predictors of overall work stressor among overall bank managers of scale-3.

• A single factor of quality of working life, namely, work itself emerged predictor of overall personal support among overall bank managers of scale-3.

• Two factors of quality of working life, namely, employee relations and total quality of working life emerged predictors of overall personal stressor among overall bank managers of scale-3.

• Eight factors quality of working life, namely, physical working conditions; union management relations; employee relations; recognition; economic benefits; employee health; promotion and total quality of working life emerged predictors of overall total psychological well-being among overall bank managers of scale-3.

• Overall role stress (RS) significantly affected overall psychological well-being (PWB) among overall bank managers of scale-3.

• None of the factors of role stress emerged predictor of overall good mental health among overall bank managers of scale-3.

• A single factor of role stress, namely, total role stress emerged predictor of overall poor mental health among overall bank managers of scale-3.

• A single factor of role stress, namely, total role stress emerged predictor of overall social support among overall bank managers of scale-3.

• A single factor of role stress, namely, total role stress emerged predictor of overall social stressor among overall bank managers of scale-3.

• Three factors of role stress, namely, role erosion; role overload and total role stress emerged predictors of overall work support among overall bank managers of scale-3.

• A single factor of role stress, namely, total role stress emerged predictor of overall work stressor among overall bank managers of scale-3.

• Three factors of role stress, namely, inter role distance; role erosion and role inadequacy emerged predictors of overall personal support among overall bank managers of scale-3.

• Two factors of role stress, namely, inter role distance and role inadequacy emerged predictors of overall personal stressor among overall bank managers of scale-3.

• Two factors of role stress, namely, role erosion and total role stress emerged predictors of overall total psychological well-being among overall bank managers of scale-3.

• Overall quality of working life (QWL) of MP state scale-1 bank managers significantly affected their overall organizational commitment (OC).

• A single factor of quality of working life, namely, total quality of working life emerged predictor of affective commitment of MP state scale-1 bank managers.
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- A single factor of quality of working life, namely, total quality of working life emerged predictor of continuance commitment of MP state scale-1 bank managers.
- Two factors of quality of working life, namely, organizational commitment and total quality of working life emerged predictors of normative commitment of MP state scale-1 bank managers.
- Four factors of quality of working life, namely, employee participation; recognition; promotion and total quality of working life emerged predictors of overall total organizational commitment of MP state scale-1 bank managers.
- Overall role stress (RS) of MP state scale-1 bank managers significantly affected their overall organizational commitment (OC).
- None of the factors of role stress emerged predictor of affective commitment of MP state scale-1 bank managers.
- None of the factors of role stress emerged predictor of continuance commitment of MP state scale-1 bank managers.
- None of the factors of role stress emerged predictor of normative commitment of MP state scale-1 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of overall total organizational commitment of MP state scale-1 bank managers.
- Overall quality of working life (QWL) of MP state scale-1 bank managers significantly affected their overall psychological well-being (PWB).
- A single factor of quality of working life, namely, recognition emerged predictor of good mental health of MP state scale-1 bank managers.
- None of the factors of quality of working life emerged predictor of poor mental health of MP state scale-1 bank managers.
- Two factors of quality of working life, namely, work itself and recognition emerged predictors of social support of MP state scale-1 bank managers.
- Two factors of quality of working life, namely, organizational commitment and trust emerged predictors of social stressor of MP state scale-1 bank managers.
- Three factors of quality of working life, namely, work itself; physical working conditions and employee relations emerged predictors of work support of MP state scale-1 bank managers.
- Seven factors of quality of working life, namely, work itself; inter group relations; autonomy at work; trust; economic benefits; promotion and total quality of working life emerged predictors of work stressor of MP state scale-1 bank managers.
- None of the factors of quality of working life emerged predictor of personal support of MP state scale-1 bank managers.
- Two factors of quality of working life, namely, organizational commitment and trust emerged predictors of personal stressor of MP state scale-1 bank managers.
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- Eight factors of quality of working life, namely, employee participation; physical working conditions; inter group relations; supervisory relations; trust; economic benefits; self respect and promotion emerged predictors of overall total psychological well-being of MP state scale-1 bank managers.
- Overall role stress (RS) for MP state scale-1 bank managers significantly affected their overall psychological well-being (PWB).
- Two factors of role stress, namely, role erosion and total role stress emerged predictors of good mental health of MP state scale-1 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of poor mental health of MP state scale-1 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of social support of MP state scale-1 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of social stressor of MP state scale-1 bank managers.
- None of the factors of role stress emerged predictor of work support of MP state scale-1 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of work stressor of MP state scale-1 bank managers.
- A single factor of role stress, namely, role ambiguity emerged predictor of personal support of MP state scale-1 bank managers.
- A single factor of role stress, namely, role stagnation emerged predictor of personal stressor of MP state scale-1 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of overall total psychological well-being of MP state scale-1 bank managers.
- Overall quality of working life (QWL) of UP state scale-1 bank managers significantly affected their overall organizational commitment (OC).
- None of the factors of quality of working life emerged predictor of affective commitment of UP state scale-1 bank managers.
- Four factors of quality of working life, namely, union management relations; inter group relations; recognition and total quality of working life emerged predictors of continuance commitment of UP state scale-1 bank managers.
- A single factor of quality of working life, namely, total quality of working life emerged predictor of normative commitment of UP state scale-1 bank managers.
- Four factors of quality of working life, namely, inter group relations; organizational commitment; trust and total quality of working life emerged predictors of overall total organizational commitment of UP state scale-1 bank managers.
- Overall role stress (RS) of UP state scale-1 bank managers significantly affected their overall organizational commitment (OC).
- Three factors of role stress, namely, inter role distance; role overload and total role stress emerged predictors of affective commitment of UP state scale-1 bank managers.
• A single factor of role stress, namely, role overload emerged predictor of continuance commitment of UP state scale-1 bank managers.

• None of the factors of role stress emerged predictor of normative commitment of UP state scale-1 bank managers.

• Three factors of role stress, namely, inter role distance; role overload and total role stress emerged predictors of overall total organizational commitment of UP state scale-1 bank managers.

• Overall quality of working life (QWL) of UP state scale-1 bank managers significantly affected their overall psychological well-being (PWB).

• A single factor of quality of working life, namely, total quality of working life emerged predictor of good mental health of UP state scale-1 bank managers.

• Two factors of quality of working life, namely, clarity in organization and total quality of working life emerged predictors of poor mental health of UP state scale-1 bank managers.

• A single factor of quality of working life, namely, organizational climate emerged predictor of social support of UP state scale-1 bank managers.

• Five factors of quality of working life, namely, work itself; employee relations; trust; clarity in organization and total quality of working life emerged predictors of social stressor of UP state scale-1 bank managers.

• A single factor of quality of working life, namely, recognition emerged predictor of work support of UP state scale-1 bank managers.

• A single factor of quality of working life, namely, work itself emerged predictor of work stressor of UP state scale-1 bank managers.

• A single factor of quality of working life, namely, physical working conditions emerged predictor of personal support of UP state scale-1 bank managers.

• Two factors of quality of working life, namely, physical working conditions and employee relations emerged predictors of personal stressor of UP state scale-1 bank managers.

• None of the factors of quality of working life emerged predictor of overall total quality of working life of UP state scale-1 bank managers.

• Overall role stress (RS) of UP state scale-1 bank managers significantly affected their overall psychological well-being (PWB).

• None of the factors of role stress emerged predictor of good mental health of UP state scale-1 bank managers.

• Two factors of role stress, namely, personal inadequacy and self role distance emerged predictors of poor mental health of UP state scale-1 bank managers.

• Three factors of role stress, namely, role expectation conflict; role inadequacy and total role stress emerged predictors of social support of UP state scale-1 bank managers.

• None of the factors of role stress emerged predictor of social stressor of UP state scale-1 bank managers.
- Two factors of role stress, namely, role stagnation and total role stress emerged predictors of work support of UP state scale-1 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of work stressor of UP state scale-1 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of personal support of UP state scale-1 bank managers.
- A single factor of role stress, namely, role overload emerged predictor of personal stressor of UP state scale-1 bank managers.
- None of the factors of role stress emerged predictor of overall total quality of working life of UP state scale-1 bank managers.
- Overall quality of working life (QWL) of MP state scale-2 bank managers significantly affected their overall organizational commitment (OC).
- None of the factors of quality of working life emerged predictor of affective commitment of MP state scale-2 bank managers.
- None of the factors of quality of working life emerged predictor of continuance commitment of MP state scale-2 bank managers.
- None of the factors of quality of working life emerged predictor of normative commitment of MP state scale-2 bank managers.
- Two factors of quality of working life, namely, recognition and total quality of working life emerged predictors of overall total organizational commitment of MP state scale-2 bank managers.
- Overall role stress (RS) of MP state scale-2 bank managers significantly affected their overall organizational commitment (OC).
- A single factor of role stress, namely, total role stress emerged predictor of affective commitment of MP state scale-2 bank managers.
- None of the factors of role stress emerged predictor of continuance commitment of MP state scale-2 bank managers.
- Two factors of role stress, namely, role erosion and role overload emerged predictors of normative commitment of MP state scale-2 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of overall total organizational commitment of MP state scale-2 bank managers.
- Overall quality of working life (QWL) of MP state scale-2 bank managers significantly affected their overall psychological well-being (PWB).
- A single factor of quality of working life, namely, supervisory roles emerged predictor of good mental health of MP state scale-2 bank managers.
- Two factors of quality of working life, namely, supervisory roles and self respect emerged predictors of poor mental health of MP state scale-2 bank managers.
- Two factors of quality of working life, namely, self respect and total quality of working life emerged predictors of social support of MP state scale-2 bank managers.
• Two factors of quality of working life, namely, organizational climate and self respect emerged predictors of social stressor of MP state scale-2 bank managers.
• Three factors of quality of working life, namely, employee participation; employee relations and supervisory roles emerged predictors of work support of MP state scale-2 bank managers.
• Two factors of quality of working life, namely, employee participation and organizational commitment emerged predictors of work stressor of MP state scale-2 bank managers.
• Two factors of quality of working life, namely, union management relations and organizational climate emerged predictors of personal support of MP state scale-2 bank managers.
• Three factors of quality of working life, namely, physical working conditions; clarity in organization and self respect emerged predictors of personal stressor of MP state scale-2 bank managers.
• Four factors of quality of working life, namely, physical working conditions; recognition; self respect and total quality of working life emerged predictors of overall total quality of working life of MP state scale-2 bank managers.
• Overall role stress (RS) of MP state scale-2 bank managers significantly affected their overall psychological well-being (PWB).
• A single factor of role stress, namely, total role stress emerged predictor of good mental health of MP state scale-2 bank managers.
• Two factors of role stress, namely, role expectation conflict and role erosion emerged predictors of poor mental health of MP state scale-2 bank managers.
• Three factors of role stress, namely, role erosion; personal inadequacy and total role stress emerged predictors of social support of MP state scale-2 bank managers.
• Two factors of role stress, namely, role inadequacy and total role stress emerged predictors of social stressor of MP state scale-2 bank managers.
• A single factor of role stress, namely, inter role distance emerged predictor of work support of MP state scale-2 bank managers.
• Two factors of role stress, namely, role stagnation and total role stress emerged predictors of work stressor of MP state scale-2 bank managers.
• Two factors of role stress, namely, role ambiguity and total role stress emerged predictors of personal support of MP state scale-2 bank managers.
• A single factor of role stress, namely, inter role distance emerged predictor of personal stressor of MP state scale-2 bank managers.
• Two factors of role stress, namely, role ambiguity and role inadequacy emerged predictors of organizational commitment overall total role stress of MP state scale-2 bank managers.
• Overall quality of working life (QWL) of UP state scale-2 bank managers significantly affected their overall organizational commitment (OC).
• Four factors of quality of working life, namely, employee participation; physical working conditions; trust and promotion emerged predictors of affective commitment of UP state scale-2 bank managers.
• Two factors of quality of working life, namely, physical working conditions and organizational commitment emerged predictors of continuance commitment of UP state scale-2 bank managers.
• None of the factors of quality of working life emerged predictor of normative commitment of UP state scale-2 bank managers.
• None of the factors of quality of working life emerged predictors of overall total organizational commitment of UP state scale-2 bank managers.
• Overall role stress (RS) of UP state scale-2 bank managers significantly affected their overall organizational commitment (OC).
• A single factor of role stress, namely, self role distance emerged predictor of affective commitment of UP state scale-2 bank managers.
• A single factor of role stress, namely, role stagnation emerged predictor of continuance commitment of UP state scale-2 bank managers.
• A single factor of role stress, namely, inter role distance emerged predictor of normative commitment of UP state scale-2 bank managers.
• None of the factors of role stress emerged predictor of overall total organizational commitment of UP state scale-2 bank managers.
• Overall quality of working life (QWL) of UP state scale-2 bank managers significantly affected their overall psychological well-being (PWB).
• None of the factors of quality of working life emerged predictor of good mental health of UP state scale-2 bank managers.
• Two factors of quality of working life, namely, supervisory roles and self respect emerged predictors of poor mental health of UP state scale-2 bank managers.
• Seven factors of quality of working life, namely, work itself; physical working conditions; organizational climate; supervisory roles; clarity in organization; self respect and total quality of working life emerged predictors of social support of UP state scale-2 bank managers.
• Three factors of quality of working life, namely, union management relations; employee relations and economic benefits emerged predictors of social stressor of UP state scale-2 bank managers.
• Four factors of quality of working life, namely, work itself; physical working conditions; employee relations and organizational commitment emerged predictors of work support of UP state scale-2 bank managers.
• A single factor of quality of working life, namely, employee health emerged predictor of work stressor of UP state scale-2 bank managers.
• Four factors of quality of working life, namely, employee participation; trust; clarity in organization and self respect emerged predictors of personal support of UP state scale-2 bank managers.
• Three factors of quality of working life, namely, organizational climate; clarity in organization and self respect emerged predictors of personal stressor of UP state scale-2 bank managers.

• Four factors of quality of working life, namely, inter group relations; supervisory roles; employee health and promotion emerged predictors of overall total psychological well-being of UP state scale-2 bank managers.

• Overall role stress (RS) of UP state scale-2 bank managers significantly affected their overall psychological well-being (PWB).

• None of the factors of role stress emerged predictor of good mental health of UP state scale-2 bank managers.

• A single factor of role stress, namely, role isolation emerged predictor of poor mental health of UP state scale-2 bank managers.

• A single factor of role stress, namely, role inadequacy emerged predictor of social support of UP state scale-2 bank managers.

• Two factors of role stress, namely, self role distance and role ambiguity emerged predictors of social stressor of UP state scale-2 bank managers.

• A single factor of role stress, namely, total role stress emerged predictor of work support of UP state scale-2 bank managers.

• Three factors of role stress, namely, role expectation conflict; role overload and role isolation emerged predictors of work stressor of UP state scale-2 bank managers.

• Two factors of role stress, namely, role isolation and total role stress emerged predictors of personal support of UP state scale-2 bank managers. None of the factors of role stress emerged predictor of personal stressor of UP state scale-2 bank managers.

• A single factor of role stress, namely, total role stress emerged predictor of overall total psychological well-being of UP state scale-2 bank managers.

• Overall quality of working life (QWL) of MP state scale-3 bank managers significantly affected their overall organizational commitment (OC).

• None of the factors of quality of working life emerged predictor of affective commitment of MP state scale-3 bank managers.

• A single factor of quality of working life, namely, union management relations emerged predictor of continuance commitment of MP state scale-3 bank managers.

• None of the factors of quality of working life emerged predictor of normative commitment of MP state scale-3 bank managers.

• Two factors of quality of working life, namely economic benefits and promotion emerged predictors of overall total organizational commitment of MP state scale-3 bank managers.

• Overall role stress (RS) of MP state scale-3 bank managers significantly affected their overall organizational commitment (OC).

• A single factor of role stress, namely, role stagnation emerged predictor of affective commitment of MP state scale-3 bank managers.

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• A single factor of role stress, namely, personal inadequacy emerged predictor of continuance commitment of MP state scale-3 bank managers.

• A single factor of role stress, namely, inter role distance emerged predictor of normative commitment of MP state scale-3 bank managers.

• Two factors of role stress, namely, inter role distance and total role stress emerged predictors of overall total organizational commitment of MP state scale-3 bank managers.

• Overall quality of working life (QWL) of MP state scale-3 bank managers significantly affected their overall psychological well-being (PWB).

• None of the factors of quality of working life emerged predictor of good mental health of MP state scale-3 bank managers.

• A single factor of quality of working life, namely, physical working conditions emerged predictor of poor mental health of MP state scale-3 bank managers.

• Four factors of quality of working life, namely, work itself; supervisory roles; self respect and total quality of working life emerged predictors of social support of MP state scale-3 bank managers.

• A single factor of quality of working life, namely, physical working conditions emerged predictor of social stressor of MP state scale-3 bank managers.

• Two factors of quality of working life, namely, organizational climate and employee relations emerged predictors of work support of MP state scale-3 bank managers.

• A single factor of quality of working life, namely, autonomy at work emerged predictor of work stressor of MP state scale-3 bank managers.

• Two factors of quality of working life, namely, work itself and total quality of working life emerged predictors of personal support of MP state scale-3 bank managers.

• A single factor of quality of working life, namely, employee relations emerged predictor of personal stressor of MP state scale-3 bank managers.

• Five factors of quality of working life, namely, union management relations; organizational climate; clarity in organization; promotion and total quality of working life emerged predictors of overall total psychological well-being of MP state scale-3 bank managers.

• Overall role stress (RS) of MP state scale-3 bank managers significantly affected their overall psychological well-being (PWB).

• None of the factors of role stress emerged predictor of good mental health of MP state scale-3 bank managers.

• A single factor of role stress, namely, total role stress emerged predictor of poor mental health of MP state scale-3 bank managers.

• Two factors of role stress, namely, self role distance and role inadequacy emerged predictors of social support of MP state scale-3 bank managers.

• A single factor of role stress, namely, total role stress emerged predictor of social stressor of MP state scale-3 bank managers.
• A single factor of role stress, namely, role inadequacy emerged predictor of work support of MP state scale-3 bank managers.
• A single factor of role stress, namely, self role distance emerged predictor of work stressor of MP state scale-3 bank managers.
• A single factor of role stress, namely, inter role distance emerged predictor of personal support of MP state scale-3 bank managers.
• A single factor of role stress, namely, role inadequacy emerged predictor of personal stressor of MP state scale-3 bank managers.
• Two factors of role stress, namely, role inadequacy and total role stress emerged predictors of overall total psychological well-being of MP state scale-3 bank managers.
• Overall quality of working life (QWL) of UP state scale-3 bank managers significantly affected their overall organizational commitment (OC).
• Two factors of quality of working life, namely, physical working conditions and inter group relations emerged predictors of affective commitment of UP state scale-3 bank managers.
• None of the factors of quality of working life emerged predictor of continuance commitment of UP state scale-3 bank managers.
• Two factors of quality of working life, namely, inter group relations and self respect emerged predictors of normative commitment of UP state scale-3 bank managers.
• Four factors of quality of working life, namely, physical working conditions; autonomy at work; recognition and total quality of working life emerged predictors of overall total organizational commitment of UP state scale-3 bank managers.
• Overall role stress (RS) of UP state scale-3 bank managers' significantly affected overall organizational commitment (OC).
• A single factor of role stress, namely, total role stress emerged predictor of affective commitment of UP state scale-3 bank managers.
• A single factor of role stress, namely, total role isolation emerged predictor of continuance commitment of UP state scale-3 bank managers.
• A single factor of role stress, namely, total role stress emerged predictor of normative commitment of UP state scale-3 bank managers.
• Three factors of role stress, namely, role stagnation; personal inadequacy and total role stress emerged predictor of overall total organizational commitment of UP state scale-3 bank managers.
• Overall quality of working life (QWL) of UP state scale-3 bank managers significantly affected their overall psychological well-being (PWB).
• None of the factors of quality of working life emerged predictor of good mental health of UP state scale-3 bank managers.
• None of the factors of quality of working life emerged predictor of poor mental health of UP state scale-3 bank managers.
Chapter Five Conclusions and Recommendations

- None of the factors of quality of working life emerged predictor of social support of UP state scale-3 bank managers.
- A single factor of quality of working life, namely, employee relations emerged predictor of social stressor of UP state scale-3 bank managers.
- None of the factors of quality of working life emerged predictor of work support of UP state scale-3 bank managers.
- A single factor of quality of working life, namely, economic benefits emerged predictor of work stressor of UP state scale-3 bank managers.
- None of the factors of quality of working life emerged predictor of personal support of UP state scale-3 bank managers.
- Two factors of quality of working life, namely, clarity in organization and total quality of working life emerged predictors of personal stressor of UP state scale-3 bank managers.
- Two factors of quality of working life, namely, clarity in organization and recognition emerged predictors of overall total psychological well-being of UP state scale-3 bank managers.
- Overall role stress (RS) of UP state scale-3 bank managers significantly affected their overall psychological well-being (PWH).
- None of the factors of role stress emerged predictor of good mental health of UP state scale-3 bank managers.
- Two factors of role stress, namely, role inadequacy and total role stress emerged predictors of poor mental health of UP state scale-3 bank managers.
- None of the factors of role stress emerged predictor of social support of UP state scale-3 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of social stressor of UP state scale-3 bank managers.
- None of the factors of role stress emerged predictor of work support of UP state scale-3 bank managers.
- Two factors of role stress, namely, role overload and total role stress emerged predictors of work stressor of UP state scale-3 bank managers.
- None of the factors of role stress emerged predictor of personal support of UP state scale-3 bank managers.
- A single factor of role stress, namely, total role stress emerged predictor of personal stressor of UP state scale-3 bank managers.
- Three factors of role stress, namely, inter role distance; role overload and total role stress emerged predictors of overall total psychological well-being of UP state scale-3 bank managers.

The results obtained by applying t-test on various comparison groups are concluded as under:
• Mean scores of quality of working life among overall various levels of bank managers of UP state is higher as compared to the mean scores of quality of working life among overall various levels of bank managers of MP state. The difference between them is non-significant.

• Mean scores of role stress among overall various levels of bank managers of MP state is higher as compared to the mean scores of role stress among overall various levels of bank managers of UP state. The difference between them is significant at .01 level.

• Mean scores of perceived organizational commitment among overall various levels of bank managers of UP state is higher as compared to the mean scores of perceived organizational commitment among overall various levels of bank managers of MP state. The difference between them is non-significant.

• Mean scores of psychological well-being among overall various levels of bank managers of UP state is higher as compared to the mean scores of psychological well-being among overall various levels of bank managers of MP state. The difference between them is non-significant.

• Mean scores of quality of working life among scale-1 bank managers of UP state is higher as compared to the mean scores of quality of working life among scale-1 bank managers of MP state. The difference between them is highly significant.

• Mean scores of quality of working life among scale-2 bank managers of UP state is higher as compared to the mean scores of quality of working life among scale-2 bank managers of MP state. The difference between them is non-significant.

• Mean scores of quality of working life among scale-3 bank managers of UP state is higher as compared to the mean scores of quality of working life among scale-3 bank managers of MP state. The difference between them is non-significant.

• Mean scores of role stress among scale-1 bank managers of MP state is higher as compared to the mean scores of role stress among scale-1 bank managers of UP state. The difference between them is non-significant.

• Mean scores of role stress among scale-2 bank managers of MP state is higher as compared to the mean scores of role stress among scale-2 bank managers of UP state. The difference between them is highly significant.

• Mean scores of role stress among scale-3 bank managers of MP state is higher as compared to the mean scores of role stress among scale-3 bank managers of UP state. The difference between them is non-significant.

• Mean scores of perceived organizational commitment among scale-1 bank managers of UP state is higher as compared to the mean scores of perceived organizational commitment among scale-1 bank managers of MP state. The difference between them is non-significant.

• Mean scores of perceived organizational commitment among scale-2 bank managers of UP state is higher as compared to the mean scores of perceived organizational commitment among scale-2 bank managers of MP state. The difference between them is non-significant.
organizational commitment among scale-2 bank managers of MP state. The difference between them is non-significant.

- Mean scores of perceived organizational commitment among scale-3 bank managers of UP state is higher as compared to the mean scores of perceived organizational commitment among scale-3 bank managers of MP state. The difference between them is non-significant.

- Mean scores of psychological well-being among scale-1 bank managers of UP state is higher as compared to the mean scores of psychological well-being among scale-1 bank managers of MP state. The difference between them is non-significant.

- Mean scores of psychological well-being among scale-2 bank managers of UP state is higher as compared to the mean scores of psychological well-being among scale-2 bank managers of MP state. The difference between them is highly significant.

- Mean scores of psychological well-being among scale-3 bank managers of UP state is higher as compared to the mean scores of psychological well-being among scale-3 bank managers of MP state. The difference between them is non-significant.

- Mean scores of quality of working life among scale-2 bank managers is higher as compared to the mean scores of quality of working life among scale-1 bank managers. The difference between them is highly significant.

- Mean scores of quality of working life among scale-3 bank managers is higher as compared to the mean scores of quality of working life among scale-1 bank managers. The difference between them is significant at .01 level.

- Mean scores of quality of working life among scale-3 bank managers is higher as compared to the mean scores of quality of working life among scale-2 bank managers. The difference between them is non-significant.

- Mean scores of role stress among scale-2 bank managers is higher as compared to the mean scores of role stress among scale-1 bank managers. The difference between them is non-significant.

- Mean scores of role stress among scale-3 bank managers is higher as compared to the mean scores of role stress among scale-1 bank managers. The difference between them is non-significant.

- Mean scores of role stress among scale-3 bank managers is higher as compared to the mean scores of role stress among scale-2 bank managers. The difference between them is non-significant.

- Mean scores of perceived organizational commitment among scale-2 bank managers is higher as compared to the mean scores of perceived organizational commitment among scale-1 bank managers. The difference between them is highly significant.

- Mean scores of perceived organizational commitment among scale-3 bank managers is higher as compared to the mean scores of perceived
organizational commitment among scale-1 bank managers. The difference between them is significant at .05 level.

- Mean scores of perceived organizational commitment among scale-3 bank managers is higher as compared to the mean scores of perceived organizational commitment among scale-2 bank managers. The difference between them is highly significant.

- Mean scores of psychological well-being among scale-2 bank managers is higher as compared to the mean scores of psychological well-being among scale-1 bank managers. The difference between them is highly significant.

- Mean scores of psychological well-being among scale-3 bank managers is higher as compared to the mean scores of psychological well-being among scale-1 bank managers. The difference between them is significant significant at .05 level.

- Mean scores of psychological well-being, among scale-3 bank managers is higher as compared to the mean scores of psychological well-being among scale-2 bank managers. The difference between them is significant significant at .01 level.

- Mean scores of quality of working life among scale-2 bank managers of MP state is higher as compared to the mean scores of quality of working life among scale-1 bank managers of MP state. The difference between them is highly significant.

- Mean scores of quality of working life among scale-3 bank managers of MP state is higher as compared to the mean scores of quality of working life among scale-1 bank managers of MP state. The difference between them is non-significant.

- Mean scores of quality of working life among scale-3 bank managers of MP state is higher as compared to the mean scores of quality of working life among scale-2 bank managers of MP state. The difference between them is highly significant.

- Mean scores of role stress among scale-1 bank managers of MP state is higher as compared 'o the mean scores of role stress among scale-2 bank managers of MP state. The difference between them is highly significant.

- Mean scores of role stress among scale-1 bank managers of MP state is higher as compared to the mean scores of role stress among scale-3 bank managers of MP state. The difference between them is non-significant.

- Mean scores of role stress among scale-2 bank managers of MP state is higher as compared to the mean scores of role stress among scale-3 bank managers of MP state. The difference between them is highly significant.

- Mean scores of perceived organizational commitment among scale-2 bank managers of MP state is higher as compared to the mean scores of perceived organizational commitment among scale-1 bank managers of MP state. The difference between them is highly significant.
• Mean scores of perceived organizational commitment among scale-3 bank managers of MP state is higher as compared to the mean scores of perceived organizational commitment among scale-1 bank managers of MP state. The difference between them is non-significant.

• Mean scores of perceived organizational commitment among scale-3 bank managers of MP state is higher as compared to the mean scores of perceived organizational commitment among scale-2 bank managers of MP state. The difference between them is highly significant.

• Mean scores of psychological well-being among scale-2 bank managers of MP state is higher as compared to the mean scores of psychological well-being among scale-1 bank managers of MP state. The difference between them is significant at .02 level.

• Mean scores of psychological well-being among scale-3 bank managers of MP state is higher as compared to the mean scores of psychological well-being among scale-2 bank managers of MP state. The difference between them is non-significant.

• Mean scores of quality of working life among scale-2 bank managers of UP state is higher as compared to the mean scores of quality of working life among scale-1 bank managers of UP state. The difference between them is significant at .01 level.

• Mean scores of quality of working life among scale-3 bank managers of UP state is higher as compared to the mean scores of quality of working life among scale-2 bank managers of UP state. The difference between them is highly significant.

• Mean scores of role stress among scale-1 bank managers of UP state is higher as compared to the mean scores of role stress among scale-2 bank managers of UP state. The difference between them is highly significant.

• Mean scores of role stress among scale-1 bank managers of UP state is higher as compared to the mean scores of role stress among scale-3 bank managers of UP state. The difference between them is highly significant.

• Mean scores of role stress among scale-2 bank managers of UP state is higher as compared to the mean scores of role stress among scale-3 bank managers of UP state. The difference between them is highly significant.

• Mean scores of perceived organizational commitment among scale-2 bank managers of UP state is higher as compared to the mean scores of perceived organizational commitment among scale-1 bank managers of UP state. The difference between them is non-significant.
organizational commitment among scale-1 bank managers of UP state. The difference between them is non-significant.

- Mean scores of perceived organizational commitment among scale-3 bank managers of UP state is higher as compared to the mean scores of perceived organizational commitment among scale-1 bank managers of UP state. The difference between them is highly significant.

- Mean scores of perceived organizational commitment among scale-3 bank managers of UP state is higher as compared to the mean scores of perceived organizational commitment among scale-2 bank managers of UP state. The difference between them is highly significant.

- Mean scores of psychological well-being among scale-3 bank managers of UP state is higher as compared to the mean scores of psychological well-being among scale-1 bank managers of UP state. The difference between them is highly significant.

- Mean scores of psychological well-being among scale-3 bank managers of UP state is higher as compared to the mean scores of psychological well-being among scale-2 bank managers of UP state. The difference between them is non-significant.

FURTHER RESEARCH SUGGESTIONS

By keeping in mind the findings of the present study, the following suggestions are enlisted below:

- An otherwise extensive plan of study is required to conduct the underlying study on the samples drawn from various other banking organizations like multi-national banks; cooperative banks; lead banks; regional rural banks (RRBs) and private banks may yield fruitful and varied results.

- Further it is also suggested that this type of research can be replicated on the samples of groups of employees working in some organizations other than banking organizations like railways, educational institutes; medical professionals; government employees of various departments like PHE; PWD; EBS and they may also be considered to be the source of sample.

- It would be suggested to use much larger samples.

- Inversion of the dependent and independent variables may be carried on.

- Inclusion and exclusion of one or more variables for the study may lead to varied and substantial results.