AIMS AND RELEVANCE OF THE STUDY
Law is said to be an instrument for maintaining order and peace in society, for providing as well as securing justice which is essential for ensuring human dignity and liberty. In the present era, the democratic system is best suited to each society as it is in this system alone that maximum efforts can be made for procuring collective welfare of the members of a society besides maintaining and safeguarding their liberty as well as dignity through the application of sound canons of the rule of law. Thus, effective and independent judicial system is a *sine qua non* for sustaining a democratic system and also for upholding the rule of law in a society (Prashar, 1997).

One may also reiterate that need for a fair judicial system has been felt from times immemorial and an effective judiciary is the ligament which holds civilized beings and nations together.

As such, the present study which aims to identify psycho-social correlates of Effectiveness among Judicial Officers, assumes great significance. Research will address the questions: the extent to which personal variables viz., Personality, Motives and Need Satisfaction determine Effectiveness in Judges. The study will also try and ascertain the role of organizational parameters viz., Occupational Stress and Burnout; Job Satisfaction and Job Involvement; and Quality of Working Life as determiners of their Effectiveness.

It will also try to identify the ways of coping adopted to deal with stress and burnout which tend to maximize Effectiveness amongst the Judges. In addition, the entire predictors of Effectiveness will be studied for two groups - *Group I* comprising Judicial Officers selected directly from the bar (Direct Recruits); *Group II* consisting of Judicial Officers selected initially through competition and promoted thereafter (Promotee Officers). The study will also try to identify the structure of Effectiveness.

Thus, this is a multivariate research with broad spectrum of personal and organizational parameters - their role in Effectiveness of a specialized population: *the judges*. The results may add meaningful information to design strategies for the enhancement of Effectiveness among Judges through proper selection and training, which might have useful implication for making the judicial services more appropriate and relevant to society.

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