CHAPTER V

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Industrial psychology is one of the branches of psychology which is functioning effectively as an applied science. However, there are few crucial fields in Industrial psychology which had attracted the attention of researchers. Job satisfaction, occupational stress & mental health of the workers are most important fields of Industrial psychology in which extensive research has been done. Though these fields have been extensively explored, it is difficult to mention the exact antecedents of these phenomenon, mainly because these are multivariate in nature and depends on the perception of workers towards the factors associated with them. The first factor is job satisfaction.

Job satisfaction is one of the most crucial but controversial issue in the industrial psychology and Behavioural management in organization. Because of rapid changes in technology have brought in changes customs and in moral standards. As we progress towards 20th century, there will be a significant change in the make up and set up of our industrial work force.

In short, job satisfaction is a general attitude which is the result of many specific attitudes in three areas, namely

1) Specific job factors,
ii) Individual characteristics.
iii) Group relationship outside the job.

Many valuable researchers have been contributed for the study of job-satisfaction. The credit first goes to Hoppock (1935), Abraham Maslow (1943), Herzberg (1959) Vroom (1964), Crites J.O. (1969) etc.

The second factor examined in the present study was occupational stress. It has attracted the attention of researchers little late. Selye (1950) was the first scientist who worked first on stress. By his work tempted the Industrial & clinical psychologist to explore stress from different angles.

As McGrath (1976) hypothesized that there are six possible sources of stress in organisational climate settings.

i) task based.
ii) Role based.
iii) Behavioural setting.
iv) Physical environment.
v) Social environment.
vi) Stress within the person system.

These factors were also studied and the factors responsible for creating stress were traced out.

Several investigators demonstrated that job satisfaction and occupational stress are closely related. Present study deals with the purpose of examining influence of trained and non-
trained workers, rural v/s urban background of the workers as well as other demographic variables such as age, experience, number of dependents, salary etc. on job satisfaction twelve occupational stressors and six mental health dimensions.

The study was guided by following objectives

1) To evaluate the effect of training on job satisfaction.

2) To evaluate the effect of workers background (Rural v/s Urban) on job satisfaction.

3) To examine the effect of training on workers occupational stress.

4) To measure the effect of background (rural v/s urban) on workers mental health.

5) To find out the effect of background (rural v/s urban) on workers occupational stress.

6) To examine whether the training affect the workers mental Health.

7) To measure the correlation between occupational stress & mental health.

8) To measure the correlation between occupational stress and job satisfaction.

9) To measure the correlation between job satisfaction and mental health.

10) To examine the correlation between demographic variables, (Age, Experience, Number of dependents, Educational standard etc.) and Job satisfaction occupational stress & mental health.
The following major hypotheses were tested in the study.

1) The trained workers will experience more occupational stress than non-trained workers.

2) Non-trained workers will have better mental health as compared to trained workers.

3) The workers with urban background will have high stress as compared to workers with rural background.

4) The workers with rural background will have better mental Health as compared to workers with urban background.

5) Trained workers are more satisfied than non-trained workers.

6) Urban workers are more satisfied than rural workers.

7) Job satisfaction and occupational stress are negatively correlated.

8) Job satisfaction and mental health are positively correlated.

9) Occupational stress and Mental Health are negatively correlated.

Two sugar factories from rural area of Marathwada region (Maharashtra State) were selected for the study. These sugar factories are located in rural areas. There is no any scope of Industrial growth. As work itself is a life style. The workers coming from urban(city/town) residential area, they have no other source of income; but the workers from rural are (villages nearer to the factory place) have their
traditional business say farming. So, they are considering their duties as secondary source of income.

At the first stage 335 workers were selected for the study. (Age range 19 to 47), the number of dependents is 1 to 8, their educational level is non-matric to post-graduate. the above said sample was classified in three groups (Reg.table SAM 1 and 2).

Sample classification on the basis of training by the type of community, on the basis of training by education and on the basis of type of community by education.

Following psychological tools were used for the study.

2) Job satisfaction instrument by R.S.Mishra, Smt. Manorama Tiwari & D.N.Pandey)
3) Mental Health Inventory By Dr. Jagdish and Dr. A.K. Shrivastava.

These tools were used for measuring occupational stress, job satisfaction and Mental Health among factory workers.

At the time of data collection personal Interview and group testing procedure were employed. When testing programme was completed then these three tests were scored & recorded in the MASTER CHART for further statistical treatment.

* Statistical treatment of the data:

The following statistical treatment was given to the data:

1) Sample description.
2) Descriptive statistics - i.e. mean & S.D.
3) Multivariate Analysis of variance.
4) Results of 't' test followed by significant 'MANOVA'.
5) Correlations.
6) Multiple Regression Analysis.
7) Canonical correlations.
8) Eigenvalues & Canonical correlations.
9) Dimension Reduction Analysis.
10) Standardized canonical coefficients.
11) Factor Analysis.
12) Bartlett's test of sphericity.
13) KAISER-MEYER-OLKIN Measure of sampling adequacy.
14) Factor pattern matrix.
15) Varimax rotated factor analysis.
16) Olkmin-rotated factor analysis.
17) Step-wise OBLIMIN-ROTATED factor analysis etc.

The above said results were discussed and following conclusions were drawn: -

The significant impact of training was observed on the job satisfaction, occupational stress, and mental health of the workers.

* It was observed that trained workers were significantly more satisfied than non-trained workers.

* The trained workers are significantly affected by more occupational stress than non-trained workers. The results are highly significant.

* Rural v/s Urban background impact was also found as it
is residential attachment with the workers and the socio-cultural problem faced by the workers. The man working in factory but having emotional attachment with his home town or village have a impact on his work behaviour. So, the Urban background workers are more satisfied but have a high stress and not good mental health as compared to rural background workers. The results are significant in this context.

* It is observed that job satisfaction and occupational stress were found negatively correlated with each other.

* Job satisfaction and mental health were not found positively correlated. The results are insignificant in this context. Hence, the hypothesis framed in this study was rejected.

Occupational stress and mental health were found negatively correlated :-

Other demographic variables were found positively correlated with job satisfaction such as experience number of dependents, salary were found highly significant. Only the age factor was found insignificant with job satisfaction.

Suggestions:

Further research is needed to specify in detail the effect of personality characteristics, situational
variables, different job settings, various subject samples and the measurement of occupational stress, mental health and job satisfaction. It is necessary to carry out such research studies in various industries because to a considerable extent efficiency of workers is correlated with job satisfaction job stress and good mental health of workers.

Considering the mental health of workers, stress and job related factors, and personality characteristics needs to be studied to search the autecedent factors causing stress to rural factory workers. This should be studied for Urban factory workers also. So, that it will help in eliminating the factor causing occupational stress which affects the mental health of the workers.

RECOMMENDATION:

In view of the findings of present study, it is recommended that the necessary changes should be brought in working conditions to improve job satisfaction. Because strenuous working condition generates the high stress among the factory workers. it is strongly suggested that at the time of selecting the personnel proper care must be taken by the management. The preference should be given to the trained workers. Some steps to be taken in the sugar factories to curtail down the severity of stressors causing stress to the workers. Care must be taken for the improvement of mental health of workers.
*Limitation of Study :-*

Before generalizing the findings of study following limitations must be taken into consideration.

In the present study sample was collected from sugar factories located in rural area only.

Only blue-collar workers were incorporated in the sample.