Conclusion & Suggestions
CONCLUSIONS AND SUGGESTIONS

Keeping in view the main purpose of the study thirty nine null hypotheses were formulated and each hypothesis was statistically verified to meet the objectives of present research. The results obtained for various comparison groups are concluded as under:

- To see the varying effect of self efficacy on job satisfaction each group was divided on the basis $Q_1$ and $Q_3$ cut points to form low and high self efficacy groups.

- When we studied the influence of high and low self efficacy on level of job satisfaction of the subjects, it was found that high self efficacy group scored significantly high on job satisfaction scale in comparison to low self efficacy group.

- When we compared the high and low self efficacy groups of doctors in terms of their level of job satisfaction it was found that the high self efficacy group of doctors were found more satisfied with their job in comparison to low self efficacy group of doctors.

- When mean job satisfaction scores of high and low self efficacy groups of paramedical staff were compared the result showed that the high and low self efficacy groups were found to differ significantly from each other.

- To see the effect of hospital climate on job satisfaction each group was divided on the basis of median to form high and low hospital climate groups.

- When we compared high and low hospital groups, it was found that the high hospital climate group scored high on job satisfaction scale in comparison to low hospital climate group and both the groups differed significantly in terms of their level of job satisfaction.

- The doctors scoring high on hospital climate scale showed greater degree of job satisfaction in comparison to the low hospital climate group of doctors.
• When we compared mean job satisfaction scores of high hospital climate group of paramedical staff with those of low hospital climate counterpart, the result revealed that the high hospital climate group scored significantly high on job satisfaction scale in comparison to low hospital group.

• When doctors and paramedical staff were compared in terms of their mean job satisfaction scores, the result indicated that the two groups are almost equally satisfied and they do not differ from each other.

• High hospital climate group of doctors did not differ significantly from high hospital climate group of paramedical staff in terms of the level of job satisfaction.

• When low hospital climate groups of doctors were compared with low hospital climate group of paramedical staff, the result revealed that both the groups differed significantly in terms of their mean job satisfaction scores.

• High self efficacy groups of doctors and paramedical staff were found to differ significantly in terms of mean job satisfaction scores.

• Low self efficacy groups of doctors and paramedical staff did not differ significantly in terms of the level of job satisfaction.

• When high and low age groups were compared it was found that the age did not emerge as a contributory variable to job satisfaction in this professional groups.

• Male and female did not differ significantly in terms of job satisfaction.

• When male and female doctors were compared in terms of job satisfaction the result showed that both group are equally satisfied.

• Male and female paramedical staff did not differ with respect to their level of job satisfaction.

• When high and low experienced groups were compared it was found that the high experienced group scored significantly high on job satisfaction scale in comparison to low experienced group.
• When married and unmarried groups were compared results showed that the marital status did not emerge as a contributory factor to job satisfaction in various comparison groups.

• The result also showed that the Hindu and Muslim doctors including paramedical staff do not differ in terms of their level of job satisfaction.

• When high self efficacy and high experience group of doctors were compared with their low self efficacy and low experience group counterpart in term of the level of job satisfaction it was found that the two groups differed significantly.

• When high self efficacy and high experience group of paramedical staff were compared with low self efficacy and low experience group in terms of the level of job satisfaction the result revealed that the two groups differed significantly.

Suggestions:

It is well accepted fact that research in any discipline is a ceaseless effort, unending process and it can not be free from criticism from many angles. A psychological research focuses on some problem areas and in the process of conducting this study the present researcher comes to know about the new frontiers which were not known at the time of initiation of this study. Every researcher is enthusiastic and inclined to pursue research encompassing wider area to its domain but many hurdles come into the way and the investigator has to keep on working by ignoring some important variables due to paucity of time and money and also taking into consideration the precious time of the respondents. It is not possible for every respondent to spare too much time for the investigator which is difficult for him and the researcher too. Because of these unavoidable constraints many variables in psychological researches remain unexplored.
Keeping the limitations of present study it is suggested that an extensive plan is required to conduct this study on the samples drawn from Govt. hospitals, privately managed hospitals and nursing homes, primary health care centres, missionary and charity hospitals which may give more fruitful results and some strategies could be evolved to deal with the problems of employees associated with the hospitals. To make this study more comprehensive it is suggested that the doctors and paramedical staff's general stress level, psychological health and stress escapes should be measured to widen the scope of this type of research. Further, it is also suggested that this type of research can be replicated on the samples of various groups of employees working in railways, banking and industrial sectors with regard to job satisfaction.