ABSTRACT

The present research was an endeavour to study the influence of work commitment, altruism, locus of control, age, sex, experience, marital status and religion on the level of job satisfaction of doctors. The job satisfaction questionnaire (Singh, 1987), work commitment scale (Ali & Khan), altruism test (Jain, 1989) and locus of control scale (Rotter, 1971) were administered to a sample of 250 (male = 142, female = 108, married = 138, unmarried = 112, Hindu = 102, Muslim = 148) doctors, working in JNMCH, Aligarh. The scores obtained through these scales with respect to each dichotomised independent variable on job satisfaction were analysed with the help of t-test to find out the significance of difference between the mean job satisfaction of doctors. Keeping in view the objectives of present research thirty eight null hypotheses were formulated and out of these twenty two were rejected while sixteen were not rejected.

The obtained results revealed that (1) work commitment, altruism and locus of control (t = 2.78, P < .01, t = 3.93, P < .01, & t = 8.33, P < .01 respectively) significantly influenced the level of job satisfaction of doctors, (2) the biographical variables such as age, sex, experience, and marital status (t = 2.89, P < .01, t = 4.51, P < .01, t = 2.29, P < .05, and t = 5.54, P < .01 respectively) significantly influenced job satisfaction while religion (t = 18) did not influence the level of job satisfaction of doctors, (3) the findings also revealed high and low commitment in relation to age, sex, experience, marital status and religion (t = 1.69, P > .05, t = 2.25, P < .05, t = 1.84, P > .05, t = 3.52, P < .01, t = 2.45, P < .05, t = 35, P > .05, t = 1.36, P > .05, t = 2.45, P < .05, t = 2.76, P < .05, & t = 4.23, P < .01) influenced the level
of job satisfaction. (4) The result also indicated the influence of high and low altruism on job satisfaction ($t = .40, P > .05$; $t = 2.50, P < .05$; $t = 4.06, P < .01$; $t = .60, P > .05$; $t = 2.23, P < .05$; $t = 1.21, P > .05$; $t = 2.97, P < .01$; $t = 2.49, P < .05$; $t = 1.12, P > .05$; $t = .68, P > .05$) in relation to age, sex, experience, marital status and religion of doctors. (5) It was found that Internal External locus of control and age sex, experience and religion influenced the level of job satisfaction of doctors ($t = .21, P > .05$; $t = 2.21, P < .05$; $t = 1.01, P > .05$; $t = 4.26, P < .01$; $t = 1.82, P > .05$; $t = 1.32, P > .05$; $t = .03, P > .05$; $t = 3.40, P < .01$). The findings have been discussed in chapter III. Further extensive research is needed in this direction.