CHAPTER 5

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The purpose of present research was to ascertain the influence of work commitment, altruism, Locus of control and certain biographical variables such as age, sex, experiences, marital status and religion on level of job satisfaction of doctors working in JNMCH.

In Chapter -I we have presented the concepts and review of literature having direct or indirect relevance with the problem of present research. While reviewing studies, the investigator observed that very few studies have been conducted taking personality variables to see its influence on the level of job satisfaction. In this study altruism and locus of control are the personality variables and work commitment as work related attitude besides various biographical variables.

Keeping the objectives of the study in mind thirty eight null hypotheses were formulated for the purpose of drawing inferences. It was hypothesised that there would not be significant effect of work commitment, altruism, locus of control, age, sex, experience, marital status and religion on the level of job satisfaction of doctors. Further assumptions were made that there would not be influence of high and low work commitment, altruism, locus of control within high and low in age and experience, and male-female, married-unmarried, and Hindu- Muslim subjects on the level of job satisfaction.

Chapter - II is exclusively meant for methodology and research design. Since design of research plays significant role in carrying out scientific research. The sample of present study was consisted of 250 doctors selected randomly from JNMCH, Aligarh. The sample comprises male, female, married, unmarried,
Hindu and Muslim with varied range of age and experience. In this study job satisfaction questionnaire, work commitment altruism and locus of control scales were administered to gather information regarding the variables studied. The data were analysed by means of t-test, since it was found suitable due to dichotomy of the independent variables.

Chapter -III was meant for results and discussion. The findings of the present research revealed that work commitment influenced significantly on the level of job satisfaction of doctors. Altruism and locus of control were found important personality factors that influenced degree of job satisfaction of doctors.

Sex difference emerged one of the leading biographical factors of job satisfaction among doctors. Female doctors were found significantly more satisfied than male doctors. It was also found that the subjects who were older in age, married and having high experience were found significantly more satisfied than their counterparts. On the other hand religion of subjects did not influence the level of job satisfaction.

In chapter -IV findings were concluded on the basis of the trend of results obtained. The comparison groups were formed taking into account the independent variables studied, showed that they were satisfied with their job but they differed in terms of the degree of satisfaction.