CHAPTER - V

SUMMARY AND CONCLUSIONS

5.1. Introduction
5.2. Problem of the Present study
5.3. Objectives of the study
5.4. Hypotheses to be tested
5.5. Variables
5.6. Experimental Design
5.7. Sample
5.8. Tools
5.9. Procedure
5.10. Data Analysis and Results
5.11. Conclusions
5.12. Limitations of the study and suggestions
5.1. **Introduction:**

Today's people are not working upto their full capacity. This human productivity problem has spawned several concerted measures to analyse methods to enhance the performance of the Indian workers. Organizations such as National Productivity Council, State and Local Productivity Council, IIT, IIM, All Indian Management Associations and so on and so forth other institutions have attempted to make contributions towards improving working conditions and job satisfaction of employees. Because of these efforts, this has developed a great deal of awareness of the need for improving job satisfaction of the workers. The rational for this is that improved job satisfaction of the employees will raise to human productivity.

Since last three decades job satisfaction was the major or leading area of research for psychologists, and every research findings enhance the multidimensionality of the phenomena. It has been explained earlier that job satisfaction is one of the important factors influencing performance of the employee (Koch, 1978, Ravi Kumar, 1979,
these studies could not throw sufficient light on individual's self-awareness and so, researchers attempted to study it in terms of impact of self awareness upon job satisfaction.

In light of this background of job satisfaction, the present investigation was undertaken to find out the impact of self-awareness, education and dependency on job satisfaction of engineers of Gujarat with a scientific approach.

5.2. Problems of the Present Study:

The present investigation has been mainly aimed at studying the job satisfaction of engineers of Gujarat State. In addition the inclusion of subjects of different educational level of two different types of organizations and also varied number of dependency in family has enabled investigator to study the influence of variables such as education, types of organizations and dependency. The title specifically runs thus "A STUDY OF THE IMPACT OF SELF-AWARENESS UPON THE JOB SATISFACTION AMONG THE ENGINEERS OF GUJARAT."

5.3. Objectives of the study:

The main objectives of the study have been as under:

(1) To study and compare the level of job satisfaction of high-self awareness Engineers (HSAE) and low self-awareness Engineers (LSAE).
(2) To study the effect of educational level, if any, on job satisfaction.

(3) To study the effect of types of organization where the respondents are serving, if any, on job satisfaction.

(4) To study the effect of number of dependency in family, if any, on job satisfaction.

(5) To study the relationship between level of self-awareness and some behavioural preferences.

5.4. Hypotheses to be tested:

The following hypotheses were framed:

(1) There is no significant mean difference between the scores of job satisfaction of the engineers who are at high and low levels of self awareness.

(2) There is no significant mean difference between the scores of job satisfaction of the engineers who hold degree as well as diploma certificates.

(3) There is no significant mean difference between the scores of job satisfaction of the engineers who are working in Government as well as private organizations.

(4) There is no significant mean differences between the scores of job satisfaction of the engineers who have less than three dependents in family and more than three dependents in the family.
There is no relationship between level of self-awareness and some behavioural preferences.

5.5. Variables:

The present investigation was designed to study the effects of four independent variables shown as below:

(A) Independent variables:

1. Self-awareness: It was studied at two levels: i.e., High self-awareness and Low self-awareness.

2. Type of organization: Subjects of Government and private organizations were included i.e., Government engineers and private engineers.

3. Level of education: Subjects at two levels i.e. Degree holder engineers and Diploma holder engineers were studied.

4. Number of dependency: Subjects were treated at two levels of dependency in family, i.e., less than three dependents and more than three dependents.

(B) Dependent variables:

The investigator has measured job satisfaction of engineers. The scores achieved by each subject were considered as a dependent variable for data analysis.
5.6. **Experimental Design:**

In order to study the main as well as interaction effects of these four independent variables as mentioned in independent variables, a \((2 \times 2 \times 2 \times 2)\) Factorial Design was employed, enabling the investigator to study the differences:

(a) between the high self-awareness and low self-awareness engineers.

(b) between the government and non-government private engineers.

(c) between degree and diploma holder Ss.

(d) between less than three dependents and more than three dependents in family.

5.7. **Sample:**

The design consisted of 16 cells or sub-groups. Each cell contained 30 Ss. Thus, making total sample of \(16 \times 30 = 480\) Ss. These subjects consisted of government and non-government private organization including both the degree holders and diploma holders from the family, who have less than three dependent and more than three dependents having high self-awareness level as well as low self-awareness level as to confirm to the cells of the experimental design.
5.8. **Tools:**

In order to measure the self-awareness and job-satisfaction of the engineers following standardized tests were employed:

1. **C.N. Richard's self awareness Inventory:**

   Self-awareness inventory comprised 83 true/false type of statements. One point/mark is given for every answer that agree with the key. This inventory was translated and adopted for Gujarati population at the Department of Psychology, Sardar Patel University, Vallabhbh Vidyanagar. It is a handy tool for measuring the level of self-awareness of young and adult individuals.

2. **A.H. Breyfield and H.F. Rothe's Job satisfaction scale:**

   JSS measuring general overall job satisfaction of individual towards job as well as life. It consists of 18 items with five points. It is a excellent easily available tool for measuring job satisfaction of the subject. The measure is designed to be applicable to a wide variety of jobs. A Gujarati adaption was done by Dr. J.C. Parikh and used by many researchers in Gujarati language. It is quite reliable tool for measuring job satisfaction.
5.9. Procedure:

In the initial stage, a larger number of about one thousand engineers, covering all the four independent variables, were administered the self-awareness and job satisfaction scale, at different times in a span of four months. The responses were recorded. For the final analysis, the data of only 30% (n) subjects randomly assigned to each group were studied, making in all \((76 \times 30) = 480\) Ss.

5.10. Data Analysis and Results:

The obtained data of 480 subjects were analysed with adequate statistical techniques of Analysis of Variance and Subsequent Least Significant Difference (LSD) Test. \(X^2\) test was also applied to study the relationship between level of self awareness and behavioural preferences. The results obtained through such statistical analysis have been presented in the various tables and have been discussed in details in the main body of the thesis.

The entire research work of the thesis has been presented into five chapters along with references and appendices.
5.11. **Conclusions:**

The statistical analysis as mentioned above warranted the following inferences:

**General Findings:**

(i) Almost all engineers show high job satisfaction (above the median point) implying that they were satisfied with their job.

(ii) High-self awareness engineers (HSAE) differ on job satisfaction (JS) while comparing the engineers having low self awareness engineers (LSAE). In other words HSAE exhibited better job satisfaction than their counter part - LSAE.

(iii) Type of organisation did not play any significant role in job satisfaction of engineers. Government and non-government (private) engineers have almost same level of job satisfaction.

(iv) Education of the respondent do not contribute significantly on job satisfaction. Both degree and diploma holder engineers have same level of job satisfaction.

(v) Number of dependency in family did play significant role in job satisfaction of the respondent. Those engineers having less than three dependents in family.
In other words job satisfaction of engineers differ with the intensity of dependency in family. More the dependency less the job satisfaction.

(vi) However, these four variables were not independent, but were inter-dependent as found from their significant interaction of (1) self-awareness x Number of dependents, (2) self-awareness x type of organization x education of respondent, (3) self-awareness x type of organization x education x number of dependents.

Thus: (A) High self-awareness engineers with less than three dependency were more satisfied with their job and low self awareness engineers with more than three dependency were less satisfied with their job.

(B) High self-awareness engineers working in private organization having degree were more satisfied with their job than low self awareness engineers working in government organization having diploma were less satisfied with their job.

(C) High self-awareness engineers working in government organization having more than three dependents in family were more satisfied in their job, than low self awareness engineers working in private organization
having less than three dependents in family were less satisfied with their job.

(D) All the four independent variables (A x B x C x D) were significantly influenced job satisfaction.

**Behavioural Preferences Findings:**

1. High self-awareness engineers have greater participation in extra curricular activities, gambling, going for hiking and special musical preferences.

2. High self-awareness engineers have more favour for stimulating foods. They do take more part in strikes and also they donate blood for service to society.

3. The behavioural dimension of alcohols and drugs usage. Here expected differences were emerged. High self awareness engineers and low self awareness engineers differ on the usage of drug abuse.

5.12. **Limitations of the study and suggestions:**

Each research study on its attempts to generalise its findings beyond the scope of its sample is usually restrained while applying the findings to the population from which the sample is randomly selected, whenever we employed the statistical tests and compute parameters on the basis of the statistics, the main purpose is to infer the findings as applicable to the wider population or universe, as warranted by parametric statistics.
However, such aim of generalization in any research work has its own limitation dictated by the statistics used and the procedure for selection of sample as well as sampling errors. In the present case all the possible care and precautions have been observed to make most adequate statistical analysis and most representatives selection of the sample through randomization. Still at the same time the investigator is fully conscious of the limitations of the study and the generalizations of its results in view of some of the less expected findings and observations as pointed out in the earlier chapter on the discussion of the results. The researcher/workers in future shall make a note of this while planning the research.

The author of the present study is also aware of the limitations of the tools used for the present work. In the present case self-awareness inventory and job satisfaction scale were used to measure the level of self awareness and job satisfaction inspite of his careful attempts for using the tools, some difficulties have been faced by the investigator. It is suggested for future researchers that more appropriate procedure for adaptation of the test should be taken and before using the test, it should be applied in some sample for pilot study.
The author in his earlier plan of analysis of results had thought over also making correlational analysis and regression analysis in view of the contribution of some factors on others. The author has already calculated results on correlations between the sub-scale of self-awareness and job satisfaction. It was 12 x 12 correlational matrix and also prepared regression analysis for finding out the contribution of effect of self-awareness on job satisfaction. However, in view of the heavy bulk of work as well as limitations of time and also the scope of the present study, the author ultimately decided to drop for time being this section of correlation analysis or multivariate analysis from the main work, whose main aim has been simply to study the impact of self-awareness on job satisfaction. The author would, later on, undertake such correlational study as a separate independent research work.

It is also further suggested that the other researchers may follow up this present study with different sample, as well as contemplated correlational studies in future, improving upon limitations of the present study, including more variables, using different tools, more refined research design and more refined research design and more adequate statistical procedure for confirming or otherwise the present findings.