

CHAPTER – VII

FINDINGS, CONCLUSION AND RECOMMENDATIONS

7.0 Introduction

In the present chapter the major findings of the research work are being listed, these findings are based on the data analysis done in the previous chapter. Then on the basis of these findings certain issues and shortcomings have been identified and some important recommendations are made which can make a difference or can be used as the basis of the further research.

7.1 Major findings

As the questionnaire of this present research is divided into three parts named as the demographic information, Job satisfaction & Personality pattern, Marital adjustments & Personality pattern,. The findings are also listed in the same sequence.

Demographics

1. In case of age, It is found that the maximum percentage of women in all the institutes, who are up between 26 to 30 years of age is 56.67%, next 26% belongs to the age group of 31-35 years. The percentage of women employees from the age group of 20-25 is 12.67 %. Women from the 36 and above age group are just 4.67% and they can be considered as the key persons for the institutes.
2. It is found that in case of the educational qualification 27% respondents are graduate, 45% of them are post-graduates, 12.33% women have done their doctorate and remaining 15.67% women have done some other courses, they are mostly come from non-teaching staff.
3. As all the institute belongs to only technical education and the area of working has been divided into two categories ,one is teaching and another one is non-teaching. Respondent who belongs to teaching area are 62% and remaining 38% respondents are from non-teaching area.

4. The maximum percentage of women, i.e. 51% are working as assistant professor, 9% of the women working on the post of professor, 1.33% women are at the post of director and remaining 38.67% women are working as executive coordinators, members of career development cell, accounts department, marketing department.
5. It is found that 66% of the women are having less than 5 years of total experience. 26% women have 6-10 years experience, 5.33% women have 11-15 years of experience and only 2.67% women have more than 15 years of experience.
6. In case of tenure of marriage, 61.33% women have the tenure of 0-5 years, 26.33% women have completed 5-10 years, 7.67% women have completed 10-15 years and 4.67% have completed more than 15 years.
7. It is found that in case of family composition 66% women belongs to nuclear family and 34% women belongs to joint family. Now a days it is so common to live in nuclear family rather than joint as maximum couples have moved to some other cities from their native places.
8. In case of income, 31.33% women belongs to the first group i.e. up to 15000, 46.33% women belongs to the next income group of 15001 to 30000, 17% women belongs to category of 30001 to 45000 and only 5.33% women belongs to the income category of above 45000.

Job Satisfaction

1. It was observed that 66.66 % of the respondents are satisfied with the work environment of their institute, 21% of respondents were not satisfied with the work environment of their institute and 11% of the respondents were neutral about that. It was found that the satisfaction about work environment is more among others in terms of designation that means those who are into non-teaching area of work. In terms of income, it was found that those who are getting the income of 31000 to 45000 were more satisfied as compare to the respondent who belongs to the other income group.
2. As far as the job security is concerned it was found that 65.32% respondents

were satisfied in this context, 21.66% respondents were not satisfied in this context and 13% respondents were not sure about that.

3. Majority of the respondents i.e. 65.32% agreed upon the issue of high security and less botheration. 21.66% respondents were disagreed upon this issue and 13% of the respondents were neutral upon this fact. Here the percentage of the employees agrees is more than the employees who disagree i.e. with the point in question.
4. It is found that 68.33% of the respondents were satisfied with their roles and responsibilities of their job profile. 25.33% of respondents were dissatisfied with this fact and only 6.33% respondents were in doubt about this fact. The respondent belongs to non-teaching area are more satisfied than the teaching area respondents and respondents with the income level of 31000-45000 are more satisfied in terms of roles and responsibilities.
5. 66.33% respondents were agreed upon the fact that high level of satisfaction with the roles and responsibilities gives courage to think positively. 25.33% respondents were dissatisfied with the fact and 6.33% respondents gave neutral response to this fact.
6. It is found 63.66% respondents used to get partial appreciation, 4.33% respondents used to get full appreciation, 8% of the respondents don't get any sort of appreciation, 22.33% respondents were in doubt and 1.66% respondents did not respond to this question.
7. Near about 45% of the respondents were agreed upon the fact that they have experienced some sort of discrimination and around 50% of the respondents were disagreed with the fact that they have ever experienced the discrimination in their institute.
8. It is found that 55% of respondents feels overburdened at their workplace and 45% of the respondents didn't feel the same.
9. Due to the pressure at workplace 55% respondents had frequent mood swings, 42.66% respondents disagreed with that fact and only 2.33% of the respondents were neutral about that fact.
10. 75.6% of the respondents feel that their work gives them the feeling of pride

and accomplishment, 21.33% of the respondents were disagreed upon that fact and only 3% of them had neutral response to this fact.

11. It is found that near about 68% of the respondents feel that they used to get chance to use their own ideas and imaginations, 23% of the respondents were disagreed upon that fact and 9% of respondents were neutral about that.
12. 72% respondents were satisfied with their professional life, 24% of the respondents were dissatisfied with their professional life and 4% of them were neutral upon this fact. Higher number of respondents in non-teaching area is more satisfied with their professional life and respondents with the experience of 0-5 years are more satisfied. Respondents with the income of 15000 , are more satisfied.

Marital adjustments

1. 67.66% respondents were spent more than 5 hours daily in managing home, 19.33% respondents were spent 5hours daily in managing home, 7.33% of the respondents spent 4hours daily in managing home, 3.66% of the respondents spent 3 hours daily in managing home and only 2% of the respondents spent 2hours daily in managing home.
2. 34.33% of the respondents feels overburdened at home and 65.66% of the respondents didn't feel the same.
3. It is found that 34.33% of the respondents were agreed upon the fact that pressure of work at home leads to the frequent mood swings, 62% respondents were disagreed with the fact and 3.66% of the respondents were neutral upon that.
4. 33.66% of the respondents were agreed upon the fact that having children force them to make marital and social adjustments, 62.66% of the respondents were disagreed with this fact and 3.66% of the respondent gave neutral response to this fact.
5. In order to make arrangements for infants or toddlers, 25.33% respondents seeks help from their in-laws, 8.66% of the respondents took help from maids, 12.33% of the respondents use crutche services to look after their babies, 32%

of the respondents have in-laws and maid both in their house to take care of their kids and 21.66% of the respondents don't have kids so they don't need to bother about this fact.

6. It is found that nearly 66.66% respondents are satisfied with the time devoted to kids or self and near about 29% of the respondents were dissatisfied with the time devoted to kids or self.
7. It is found that when it comes to the critical decision making in house 12% respondents are those who themselves took the decision, 16% respondents said that such decisions are use to taken by their husbands, 38% of the respondents said that both husband- wife together took the decisions, 14..3% respondents said that their in-laws took such decisions and 19.66% of the respondents agreed upon the fact that such decisiona are taken by the consensus in the family.
8. Near about 66% of the respondents agreed upon the fact that owning decision making power leads to the positive attitude in the personality, 19.66% of the respondents disagreed with the fact and 14.33% of the respondents were neutral upon this issue.
9. 72.33% of the respondents were agreed that their family member carries favorable attitude towards their employment, 18.66% of the respondents carries unfavorable attitude and 9% of the respondents were neutral upon that fact.
10. It is found that 29.66% of the respondents always get the contribution of family members , 61.33% of the respondent sometimes get the contribution and 9% of the respondents never gets the contribution of their family members.
11. 85% of the respondents agreed that sometimes they have conflict with their spouse, 8.66% of the respondents always had conflict and 6.33% of the respondents never had conflict with their respondents.
12. It is found that 12.33% of the respondents had the conflict due to family budget, 7% of respondents had conflict because of children's education, 46% of the respondents had issues because of their relatives, 14.33% of the

respondents had issues because of the profession, 14% of the respondents had conflicts due to some other reasons and 6.33% of the respondents don't have any issues.

13. 80.66% of the respondents agreed upon the fact that help from the family members create a balance between their personal and professional life, 17.32% of the respondents were disagreed upon the fact and only 2% of the respondents gave the neutral response to this fact.
14. It is found that 18.66% of the respondents agreed that they are required to do high level of marital adjustments, 65% of them agreed that they are required to do medium level of marital adjustments and 16.33% of the respondents are required to do low level of marital adjustments. In terms of income, the respondents who have the income above 45000 needs to do less adjustments.
15. Near about 65% of the respondents are satisfied with their personal life and 23% of them are found dissatisfied and around 12% of them were neutral upon this issue.

Job satisfaction, marital adjustments and Personality pattern

1. It is found that 80% of the respondents are agreed that high level of job satisfaction affects the personality positively, 19% of the respondents disagreed with the fact and only 1% of them were neutral on this issue.
2. 13.33% of the respondents agreed that high level of marital adjustment affects the personality positively and 85% of the respondents were disagreed upon the fact and said that marital adjustments does not affect their personality positively and 1.66% of them gave neutral response to this fact.

7.2 Conclusion

The results of the present study indicate that the level of job satisfaction and marital adjustment affect the personality pattern of women. In the present research the level of job satisfaction and marital adjustment was correlated with demographic

factors of respondents like the age, Qualification, income, experience, area of working, tenure of marriage etc. and studied in detail. For further analysis the level of job satisfaction was analyzed and for that analysis work environment of the institute, job security, roles& responsibilities and experience about discrimination was taken into consideration. Chi-square was used to analyze all such factors. As far as the demographic characteristics are concerned, age, Qualification, income, experience and area of working are taken into consideration.

In the first hypothesis the demographic characteristics and the factors related to job satisfaction like work environment, job security, roles & responsibilities and experience about discrimination were considered for analysis and as a result, it was found that on the basis of the age and qualification , there is no relation between factors studied (work environment, job security, roles & responsibility etc.) and job satisfaction and on the basis of designation, income and experience, researcher found the relation between factors studied (work environment, job security, roles & responsibility etc.) and job satisfaction.

In the second hypothesis the demographic characteristics and the factors related to marital adjustment like pressure of work at home, owning decision making power, help from family members etc. were considered for the analysis and as a result, it was found that on the basis of age, Designation family structure and years of marriage, there is no relation between factors related to married life and marital adjustments.

In case of third hypothesis, different factors related to job satisfaction and personality pattern were considered in order to find the relationship between the personality pattern and Job satisfaction. Maximum difference is found on the issues like experience about discrimination, mood swings due to pressure at work, these are some of the major issues which are related to the women. On the basis of age, researcher found that there is a relation between job satisfaction and personality pattern and on the basis of area of working, income and experience, there is no relation between job satisfaction and personality pattern. Results acquired from the

hypothesis shows that there is a positive relationship between job security, roles and responsibility, use of ideas and imagination with the different personality related factors like mood swings, botheration, positivity in nature.

The outcome of the fourth hypothesis shows that there is no significant relationship between marital adjustment and personality of women.

The analysis of the fifth hypothesis shows that high level of job satisfaction is positively related to the personality that means different factors of job satisfaction like work environment, job security, roles and responsibilities etc. affects the personality of women positively. It was observed that if a person is having high level of job satisfaction then it will affect the personality in positive manner. The kind of changes which was noticed were Extrovert in nature, they felt more cheerful as compare to others, they don't have frequent mood swings and positivity in attitude etc.

In case of sixth hypothesis, it was proven that high level of marital adjustment is not positively related to the personality. In that case, null hypothesis is accepted. High level of marital adjustment affects the personality negatively. It was observed that if a person is making many adjustments in their marital life that will affect their personality negatively. The kind of changes which was noticed were introvert in nature, they felt more dull as compare to others, frequent mood swings, negativity in attitude etc.

7.3 Recommendations

Based on the findings evolved from the investigation, the investigator made an attempt to put forth the following suggestions regarding the personality pattern in relation with job satisfaction and marital adjustments.

- The institutes should work upon their work environment so that it would be helpful for married women even for those who have kids. As the study shows, respondents who are from non-teaching area and those who are getting high

salaries, are more satisfied with the work environment rather than teaching and moderate salaried employees, that means they must work upon it and should try to provide adequate salary for their work & contribution. This will help in improving their attitude towards their work and In statute as well.

- Management should pay attention towards the additional benefits to their married employees as they have some other responsibilities also and when it comes to a mother then reasons should be considered. This will bring positivity in the nature of employees.
- Working women or any employee basically interested in having friendly environment and good cooperation with colleagues, management should make sure to have good working environment.
- Management should be aware of the problems of married women. They are not able to work in extended hours as they have some other responsibilities at home so it is advisable to them that they should not unnecessarily force them to work in extended hours.
- The researcher found out that many respondents do not get chance to use their own ideas and imagination. Management and superiors should appreciate good ideas and views from women employees and make a use of them. It helps in increasing the level of job satisfaction.
- Management should have a grievance cell or women development cell in the institute. It helps to solve various women related issues like sex discrimination, sex harassment etc.
- Working women usually facing various problems due to their dual role. Hence the researcher suggests that women employees who are working at higher level, they should outsource the help for household work so that they can take out some time for themselves and their family. This actually helps them to improve their personality.
- Women employees cannot avoid the issues related with their kids so if they are well settled and economically sound, then can take the help from local

babysitting centres, even in the case of joint family it can be done by other family members. It leads to harmonious relationship with the family members.

- The change in the personality pattern of a working woman is due to level of marital adjustments and job satisfaction. When Job satisfaction is high and level of adjustments are high then such changes would always be negative and when it is vice-versa then changes would always be positive. So being a wife, a mother and a woman that's their creativity how well they create a balance in both the roles and get a good life for themselves.
- Role of family members is also important in changing personality. Due to various difficulties, a woman can lose her patience or sometimes stressed or depressed, at such point of time only family members can help them out to overcome such situations.
- Working women should take out some time for themselves. The researcher suggests joining some meditation centres or some personality development program. It will help them to improve their confidence level and overcome the stress.
- The Institutes often arrange FDP's or some other training programs for their employees so it is advisable to women employees to attend and participate in such programs, it will help them to be aware about new things and also help them to increase their efficiency and it will increase the level of job satisfaction.
- Family members should encourage participation of women in decision making process in order to develop a feeling of being a part of the family. It also develops the feeling of belongingness and reduces the level of marital adjustments.

7.4 Scope for Future Research

The findings of the present study are reasonably limited in its scope with regard to technical education institutes of Indore, Madhya Pradesh , the results can be made more clear and precise if the research would have include other education institutes also or it would have include other cities or state. However future studies can overcome these limitations by taking underlined suggestions into consideration.

Moreover the following research areas are identified and suggested for further research on the study of personality pattern in relation with job satisfaction and marital adjustment.

1. The study can be extended to study the personality pattern in relation with job satisfaction and marital adjustment with some other aspects and the area of the study can be increased.
2. A study can be conducted to explore the affect of job satisfaction and marital adjustment in other fields or areas like corporate and compare the results with this present study. It is expected that the results would be different in corporate.