

## Organizational Psychology

**123. Agarwal, Manisha and Abhishek Sharma** (B.H.U., India). Relationship of workplace factors and job involvement of healthcare employees with quality of patient care in teaching and non-teaching hospitals. *Psychological Studies Vol 55. No.4 Oct-Dec 2010*,374-385.

Examines the effect of certain hospital workplace factors on job involvement among healthcare employees at the paramedical levels and quality of patient care in public hospitals in North India. The sample consisted of paramedical healthcare employees (N=200), from a medical college affiliated teaching hospital and public hospitals (non-teaching) run by the railway services. Data were analyzed statistically to examine the hypothesized differences between the two types of hospitals. Results showed that employee perception of the workplace factors, namely, participation in decision making, innovative practices, perceived organizational support and role efficacy were significantly different in the teaching and non-teaching hospitals. Stepwise regression analysis of the data revealed that the factor 'innovative practices' was a positive predictor of in job involvement in the teaching hospital. Job involvement significantly mediated the relationship between the perception of workplace factors and quality of patient care only in the non-teaching hospitals. The present study has important implications for initiating changes in the hospital system, particularly in public hospitals, where no systematic study has yet been conducted to determine the effects of workplace factors on job involvement of healthcare professionals and the quality of patient in India.

**124. Ghanti, Paravati and Jagdeesh** (Gulbarga). School organization climate and job satisfaction. *Indian Journal of Psychometry and Education 2008, 39 (1)132-135.*

Explains study the researchers tried to explain the importance of organization climate concerned to teachers' It elaborates upto the importance of organization climate concerned to teachers' job satisfaction and other patterns of climate, organization dimensions etc.

**125. Jadhav, SG and NB Havalappanavar** (Dharwad). Emotional maturity among law enforcement trainees. *Indian Journal of Psychometry and Education* 2008, 39 (1)124-128.

Studies on emotional maturity among law enforcement trainees. The present paper deals with the emotional maturity level among the police constable trainee from two different police training schools in North Karnataka. The sample consisted of all these trainees in within the range from 21-30. Singh and Bahrgava's Emotional Maturity Scale was used for data collection. Mean, SD, and 't' values were calculated for the purpose of analysis. The results reveal that male police constable trainees are more emotionally mature than females. Higher the age, higher the emotional maturity. Education, family system, rural and urban home background have little effect on emotional maturity level of the trainees.

**126. Sahoo, Rojalini and Damodar Suar** (India). Influence of social environment on young careers, assistance and consequences of caregiving. *Psychological Studies Vol 55. No.4 Oct-Dec 2010*,323-329.

Examines (a) the influence of family environment on young carers' mind, (b) the assistance young cares provide, and (c) the consequences of young caregiving. Fifty child-carers and 50 child-carers were studied. Each child of both the groups was asked to construct stories seeing visuals and only the child-carers replied to open-ended questions on assistance and consequences of caregiving. Content analysis of stories reveals that the caregivers express more nurturance, endurance, sympathy, affiliation, anxiety, dejection, awareness, aggression, harm avoidance, and conflict than the non-carers. Child-carers are found assisting in domestic and emotional caring. They have also reported low concentration, insecurity, distrust, worry, and negative consequences. Findings suggest that caregiving environment exerts a potential influence in the mind of children than the non-caregiving environment. While caregiving teaches positive values, it has negative consequences as well.

**127. Saikia, Lutfun Rsul and Marami Goswami** (Guwahti). School management type as determining factor of organizational climate. *Indian Journal of Psychometry and Education* 2008, 39 (2) 186-189.

Shows that the schools belonging to six types of climate differ significantly in relation to their management type. In private schools controlled climate is most seen whereas familiar climate is most

frequently perceived climate in government school. Feeling of alienation and intimacy are high in government school. Feeling of alienation and intimacy are high in government schools, whereas tendency of control is found high in private schools.

**128. Sharma, Kalpa and Suman Audichya** (Udaipur). Maturity in career selection. *Indian Journal of Psychometry and Education* 2008, 39 (1)145-149.

Assesses the career maturity of tribal adolescents. A representative sample of 30 adolescents girls and 30 adolescents boys in the age range of 16-18 years were selected from purposively selected senior secondary school in the tribal village 'Tidi' of Girwa a block of Udaipur. Career Maturity Inventory (CMI) by John O' Crites and adapted by Gupta (1989) . The data collected was categorized and coded in accordance with the objectives of the study. Percentage and mean scores of career maturity and its dimensions obtained by the subjects were calculated. 't' -test for two means was applied to find the impact of gender on career maturity as well as on its dimensions.

**129. Shashirekha T. and Shivakumar Chengti** (Gulbarg University). Occupational status and personality of employees. *Psycho-lingua* 2008, 38(1): 90-93.

In the present study an attempt is made to study the influence of occupational status on personality of employees. A sample of 200 employees (both male and female) was chosen from Gulbarga city. Personality scale (EPQR) was administered. It was hypothesized that employees of different occupational status have different personality dimensions. The statistical tests like t-test was applied to analyze the results. Study clearly revealed that males exhibited higher level psychoticism, extraversion, neuroticism than the females. Similarly, managers have higher scores in psychoticism, extraversion, neuroticism than the engineers, supervisors and clerks.

**130. Singh, Ruchi and Anjali Srivastava** (Lucknow). Type a behavior pattern (TABP) stress management executives. *Indian Journal of Psychometry and Education* 2008, 39 (1) 110-114.

An attempt was made to study Type A behavior Pattern (TABP) in high and low stress management executives of public and private sectors. It was hypothesized that Type A Behaviour pattern

executives would be high on stress management in comparison to low stress management executives. In addition there would be a significant difference between the mean scores of public and private sector employees regarding Type A Behaviour pattern. Stress Management Scale developed by Singh and Srivastava (1994) was administered to a sample of 600 executives of Lucknow city. On the basis of their scores they were divided into high and low stress management groups. Data was collected on 200 High stress management male executives and 200 low stress management male executives (100 comprised of public and 100 of private sector). The results supported the hypothesized relationships. It was found that high stress management executives were high on type A behavior in comparison to low stress management. The mean scores were found to be greater in public sector executives in comparison to private sector and yielded significant t-ratios.

**131. Tatwawadi, Seema** (Mumbai). Emotional maturity of management students. *Psycho-lingua* 2009, 39(1) 78-82.

Aims to quantify the differences in Emotional Maturity among male and female students studying in the semester-I and semester-IV in a Management Institute. Business schools admit post-graduate students with the vision of transforming them into able and competent managers who can take on the challenges thrown by the industry and corporate sector. In this milieu, if the management students are trained to achieve better emotional maturity, techniques to manages stress level it is likely that they will be able to cope with the job related needs more effectively and efficiently in their chosen career. The research sample consisted of 200 students. Group one consisted of 50 male and female (total 100) students studying in Semester-I. Group two consisted of 50 male and 50 female (total 100) students studying in semester-IV. Results revealed that the females are more emotionally stronger than the males across both the semesters. Result also revealed that there was not significant difference found in the emotional maturity of students of semester-I and semester-IV.

**132. T. Shashirekha and Shiva Kumar Chengti** (Gulbarga). Occupational Stress in Employees. *Indian Journal of Psychometry and Education* 2008, 39 (1)115-117.

Attempt is made to know the occupational stress of employees

selected randomly from different sectors of occupations from Gulbarga city. A sample of 200 (both male and female) was selected and occupational stress scale was administered. Subsequently the data were subjected to statistical analysis. Results clearly indicated a variation in the occupational stress in different occupational status groups of employees of Gulbarga. The female employees exhibited higher occupational stress than the male sample. Manager has higher occupational stress than the engineer, supervisor, and clerk.