

CHAPTER 50

PSYCHOLOGY

Doctoral Theses

402. CHATRAPATHI (Arti)
Social-Psychological Barriers to Professional Development of Women in Organization.
Supervisors : Prof. Gopa Bhardwal and Prof. Sudha Rao
Th 16447

Abstract

Investigates the barriers professional women face at work. It attempts to analyze whether barriers faced by the managerial women are any different in the private sector as compared to the public sector and at various level of management. The relevance of psychological factors in women manager's advancement in the organisation has been looked into. The psychological barriers faced by women managers both in the private and public sector were stereotypes, stereotypical expectations and personality characteristics. It was seen that barriers not only differ in the public and private sector but also at various levels of management.

Contents

1. Introduction. 2. Review of literature. 3. Methodology. 4. Results. 5. Discussion. 6. References & appendices.

403. MAHANTA (Dimpy)
Predictors of Occupational Stress of Multinational Companies in India.
Supervisor : Prof. N. K. Chadha
Th 16448

Abstract

This work examine the nature of relationship between antecedent variables namely background variables, organisational climate and quality of work life and consequent

variables, i.e. , occupational stress in the context of multinational companies in India.

Contents

1. Introduction. 2. Review of literature. 3. Statement of problem. 4. Methodology. 5. Statistical treatment of the data. 6. Results and interpretation. 7. Discussion. 8. Implications, limitations and suggestions for further research. 9. Summary. 10. References & appendices.

404. MISHRA (Arvind Kumar)
Self and Society in Post Colonial Bihar : A Psycho-Social Analysis of Violence and Identity.
 Supervisor : Prof. Girishwar Misra
Th 16446

Abstract

The phenomenon of collective violence and its relation with collective identity is studied in the context of armed struggle of landless and poor agricultural labourers belonging to Scheduled Castes (SCs) supported by Naxal organisations and retaliatory violent attacks on these agricultural labourers by Ranvir Sena, a caste militia in the central region of Bihar in India.

Contents

1. Introduction. 2. Method. 3. Results. 4. The region of Central Bihar: Its socio-historical context. 5. Discussion. 6. References & appendices.

405. SETH (Salma)
Intergenerational Exchange in Familial Relations : A Psychological Study.
 Supervisor : Prof. N. K. Chadha
Th 16443

Abstract

This studies the process of intergenerational exchange- i.e., the full range of ways in which young people and older adults interact, support and provide care for one another in the family. It also examine intergenerational attitudes, beliefs about aging and successful aging; quality of grandparent-parent-

grandchild relationships in terms of role behaviours, shared-activities, integrational solidarity and conflict; grandparents' strengths and needs and meanings of grandparents for grandchildren; integrational communicational communication patterns and perception of values.

Contents

1. Introduction. 2. Related research legacy:A reconstruction. 3. The rationale of present research. 4. Method. 5. Results. 6. Discussion of results. 7. Summary, conclusion, implications, limitations and suggestions for further research. 8. References & appendices.

406. SINGH (Jitendra Kumar)
Psycholexical Study of Taxonomy and Structure of Personality.
 Supervisor : Prof. Girishwar Misra
Th 16449

Abstract

It examine the taxonomic structure of personality in Hindi language. By identifying the best taxonomic structure to describe the psycholexical space in Hindi language using self-and peer-rating data on a list of 295 Hindi language personality descriptive adjectives. The analysis of factor solutions from the first unrotated factor to seven-factor solution revealed that personality in Hindi language converges on a six-dimensional psycholexical spaces characterized by rajasic, sattvic, tamasic, competence, neuroticism and extraversion factors. It authenticate the six-factor structures by transforming personality descriptive adjectives into contextualized descriptions of personality. The findings revealed evidence of six factors in the contextualized description also indicating that personality in Indian (Hindi speaking) context can best be conceptualized with in a six-dimensional psycholexical space.

Contents

1. Introduction. 2. Study 1 : Personality structure and taxonomy in hindi adjectives. 3. Study 2 : Personality structure and taxonomy in hindi personality descriptions. 4. General discussion. 5. References.

407. SRIVIDYA
Attitude of Employees to Change : The Effect of Individual Values and Organizational Culture.
 Supervisor : Prof. Anand Prakash
Th 16442

Abstract

This research looks at the process of organisational change from the lens of the employees of the recipients of change. It focuses on the influence of organisational culture, individual values and change management processes on attitude to change. Both quantitative and qualitative tools have been used. Two organisations are studied, a private sector organisation and a public sector undertaking. Undergoing significant changes in their performance management systems.

Contents

1. Introduction. 2. Review of literature. 3. Method. 4. Quality analysis and findings. 5. Quantitative analysis and findings. 6. Discussion. 7. Summary and conclusions. 8. References

408. TRIPATHI (Sujit Ram)
Patterns of Social Identity and Value Orientation and Their Implications for Conflict Resolution.
 Supervisor : Prof. Girishwar Misra
Th 16444

Abstract

The pattern of social identity, value orientation and conflict resolution styles and their relationships are investigated from a contextual perspective. Drawn from different ecologies (predominantly rural Gorakhpur city and metropolitan Delhi), developmental stages (young adults and adults), and gender groups (male and female).

Contents

1. Introduction. 2. Method. 3. Results. 4. Discussion. 5. References & appendices.