

CHAPTER 42

PSYCHOLOGY

Doctoral Theses

323. BISWAS (Pinki)
Organizational and Personal Determinants of Role Efficacy of University Teachers.
Supervisor : Prof. Paramjeet Kaur Dhillon
Th 14325

Abstract

The university in the west is the child of the new order, a product of the Industrial Revolution, desirous to play a major role in the refinement and specialization of knowledge and in providing training to the cadres of experts so that the machinery of society could be kept running. The new order that was ushered in after the industrial revolution cried for specialized knowledge, for experts and technicians were required to keep the whole complex enterprise running. This environment proved favorable to a sudden burst of growth of professionalism. The professionalism, i.e. affirmation of experts was fostered by the universities in the world where the goal of business executives was economic efficiency and the goal of state was efficient regulation. The University took no time in playing the central role by certifying an array of new professional who could accept various assignments in business and Government. Under these circumstances, all of a sudden, higher education became very popular and it became an instrument, whereby, many young persons could secure respectable jobs. The study is related to teaching as a profession, therefore, it will not be out of place here to first review in brief, the professional attributes of teaching and teachers. First, teaching possesses a systematic body of theory. The skills that characterize the profession of teaching flow are supported by a fund of knowledge gained through systematic research. Secondly, by virtue of their knowledge and training, the teachers have the professional authority to decide matters concerning education, and the students have no choice but to accept it

Contents

1. Introduction. 2. Review of Literature. 3. Methodology.

4. Results and Interpretation. 5. Discussions. 6. Summary Conclusion, Implication, Limitation and Suggestions for Further Research. Bibliography and Appendices.

324. DAS (Gita)
Cognitive Architecture of the Depressed.
 Supervisors : Prof. Ashum Gupta and Prof. G C Gupta
 Th 14314

Abstract

Attempts to examine the features of cognitive architecture in patients with depression. In order to bring out the distinctive feature of cognitive architecture in the sample of depressives, it was decided to match the mild and the moderate depressives with the normals. The findings show that the performance on tasks like attention, memory and problem solving in the depressives is impaired which affect their speed and accuracy on a task. This is due to the presence of the affect component in depression. The normals could perform better than the depressives and the mild depressives could perform better than the moderate depressives on all the three tasks showing that the severity of depression could have contributed to the impairments of the cognitive functioning and to the slowing of the performance on the tasks. Thus it can be stated that the cognitive architecture of the depressives is slower in functioning than the normals. It can be seen that at the functional aspect (that is at the production system level) the depressives showed slow level of performance.

Contents

1. Introduction. 2. Review of Literature. 3. The Present Study
 4. Method. 5. Results. 6. Conclusions, Discussion, Limitation and Suggestions for Further Research. 7. Summary. Bibliography and Appendices

325. MISHRA (Moni)
Organizational Culture, Change and Effectiveness
 Supervisors : Prof. Anand Prakash and Prof. Girishwar Misra
 Th 14317

Abstract

Studies economic liberalization in India in the early 1990s. In this background, a study of organizational culture was

undertaken in three family run Indian business organizations. An attempt has been made to understand organizational culture as perceived by members of these organizations and also perceived changes in organizational culture, since these are closely linked with changes in organizations experienced as a result of opening up of the Indian economy through liberalization of government policies. More specifically, the objectives of the study were to furnish an account of the changes in OC across changing phases of business history in the three organizations, concomitant of the introduction of liberalization in Indian economy, and relating it to the effectiveness of organizations as experienced by the members in these organizations. Culture offers a powerful position for understanding organizations, as it is governed by multi-layered systems of collective beliefs (Deal & Kennedy, 1982; Davis, 1984; Schein, 1985). The thesis draws on Schein's framework of organizational culture wherein culture is reserved for the deeper level of basic assumptions and beliefs that are shared by members of an organization, that operate unconsciously and that define an organization's view of itself and its environment, in a basic 'taken-for granted' fashion. In this work, understanding organizations as rooted in processes of shared meaning making is the focus. Qualitative methodology was adopted for this study as it provided sensitivity to subtleties and complexities of changing organizational reality as experienced in the minds of the members of organizations. It allowed appreciation of the change in response to the new conditions and an insight into individuals 'life world' in the organizations. The qualitative channel allowed me as a researcher to move with new modes of understanding as changes in paradigm, perspective and the mode of reality construction created space and offered flexibility for fresh insights in the research process. Theoretical positions and perspectives for the four main ideas woven into this thesis-organization, organizational culture, change in organizations and organizational effectiveness.

Contents

1. Organizational Culture: The Indian Context
2. Conceptualizing the Key Concerns.
3. Method.
4. Cruising through Business Histories of Organizations.
5. The Stories of Organizations.
6. Discussion and Interpretation.
7. Transforming Corporate Philosophy.
8. Summary.
9. Bibliography and Appendix.

326. SHYODAN SINGH
Understanding Adjustment of Women Retirees.
Supervisors : Prof. Paramjeet Kaur Dhillon
Th 14313

Abstract

Attempts to understand the adjustment of women retirees. Retirement in India is mostly mandatory rather than voluntary. Mandatory retirement is a traumatic experience as it connotes that one is not physically fit to continue working. The study explores how social support, leisure activities, physical ailments, perceived health and experienced stress contribute to adjustment of women retirees. Adjustment to retirement may often be difficult since it requires adjustment to a new life style characterized by decreasing income, decreasing social network and activities and increase in free time, all these could have far reaching implications on the health and well-being of the retirees. The study also investigates how socio-economic status, living arrangement, marital status and duration of retirement years effect the adjustment of women retirees. Furthermore, the study seeks to examine the interrelationships amongst the variables. Adjustment to retirement could become difficult for women particularly, due to the break up of the joint family system and children's tendency to leave their parents behind and shift to greener pastures. As a result many times the elderly mother is left alone to fend for herself. Moreover, according to available literature it is generally recognized that there is a growing need to conduct research on women retirees, though the evidence for this conclusion is usually restricted to citation of the few better known studies on women's retirement. This study is an attempt to bridge this gap and makes an attempt in understanding the adjustment of women retirees. The present study also aims to find out the factors that contribute to the predictor of adjustment of women retirees.

Contents

1. Introduction. 2. A Review of Literature. 3. Methodology. 4. Results and Interpretation. 5. Discussions. 6. Summary, Conclusion, Implication, Limitation and Suggestions for Further Research. 7. Bibliography and Appendices.

327. TEJAN (Seema)
Effectiveness of Cognitive Behaviour Therapy on a Group of Patients with Moderate Depressive Disorder.
 Supervisors : Prof. N K Chadha and Dr. S P K Jena
 Th 14316

Abstract

Evaluates the effectiveness of cognitive behaviour therapy in the treatment of moderate depressive disorder. For this purpose 60 patients diagnosed as moderate depressive disorder, patients were taken and divided into two groups of 30 each. All the subjects were subjected to medication, as a basal factor. Of these patients 30 were taken and subjected to cognitive behaviour therapy of find out if cognitive behaviour therapy along with medication bring about an improvement in depressive disorder. The intervention was administered in 20 sessions over a period of 20 weeks. Similarly another 30 patients with depressive disorder formed the control group, which did not undergo the cognitive behaviour therapy intervention. The data was collected using (a) Beck's Depression Inventory (BDI) and (b) Family Environment Scale (FES) and (c) Global Assessment of Functioning scale with the statistical techniques of mean, standard deviation, chi-square, matched-paired test and percentage improvement. A significant difference in the severity of depressive symptoms, perception of family environment and global assessment of functioning in almost all dimensions, who undergo cognitive behaviour therapy intervention and those who did not undergo at 0.01 level of significance, although there are some dimensions which are not significant but these are very few as compared to the significant ones.

Contents

1. Introduction. 2. Review of Literature. 3. Method. 4. Results and Analysis. 5. Discussion. 6. Summary and Conclusion. 7. Bibliography and Appendices.
328. VERMA (Pooja)
Perceived Success and Well Being Among Women Managers.
 Supervisor : Prof. Anand Prakash
 Th 14315

Abstract

Studies the experience of belonging to a discursively constituted category called 'women' coupled by my own lived experience of being a contemporary working in the present socio-cultural, historical and global scenario. The study was carried to cull out the notion of well being and success of the contemporary Indian women managers by studying their lived and intentional world which is symbolic of traditional, modern and ultra-modern forces within which they operate, negotiate and carry out the business and commerce of life. The study evolved within the socio-cultural and historical space and time in the contemporary Indian social and organizational set-up where masculine way of life, still actively marginalizes and subjugates the feminine being and becoming but on the other hand parallel forces create the dynamic and ever evolving space for the expression, authentication of the feminine world view. The research also is a part of that dynamic and ever evolving space represented and made meaningful by traditions of post-modernism and feminism in the academic and political world. The thesis began by contextualizing in terms of the multiple sociocultural ethos within which the contemporary Indian women managers live out their notion of well being and success. This multiple cultural ethos constituted a chaotic semblance of traditional, modern and ultra-modern forces. The first dominant element of this multiple cultural ethos was of course the dominant rhetoric of patriarchal and capitalistic values prevalent in the organizational and public world and thousands of years old socio-cultural and historical legacy specifically in Indian cultural context. Second was the newly emerging rhetoric of globalization and knowledge driven economy, which promised a fundamental change and promised to give women the space to realize their won notion of well being and success.

Contents

1. Introduction. 2. Review of Literature. 3. Method. 4. Interpretation and Analysis: Beam Balance. 5. Volitional Self. 6. Socialization Processes. 7. Summary and Conclusion. Bibliography and Appendices.