

CHAPTER - VIANALYSIS AND HIGH LIGHTS OF SURVEY DATA:

The present Chapter brings out the data for the following:

- (i) Mean and Standard deviation of personality needs, job involvement, job morale, job adjustment for both the groups for all the three Units.
- (ii) Rank Order of personality needs.
- (iii) Correlation coefficient between personality needs and job involvement, job morale and job adjustment for both the groups for all the three units.
- (iv) Z test scores of personality needs and job involvement, job morale and job adjustment for all the three Units.
- (v) The integrated presentation of correlation between each personality need and behavioural response, Rank Order of need, Z test score for both the groups, for all the three units.
- (vi) Highlights of each industrial Unit.

## GC UNIT

MEAN AND STANDARD DEVIATION OF PERSONALITY NEEDS OF VARIED  
JOB GROUP AND REPETITIVE JOB GROUP:

			VARIED JOB GROUP N=16	REPETITIVE JOB GROUP N=19
01	Achievement	Mean	<u>8.06</u>	<u>9.52</u>
		SD	<u>2.56</u>	<u>2.34</u>
02	Deference	Mean	<u>5.81</u>	<u>6.84</u>
		SD	<u>2.22</u>	<u>2.38</u>
03	Order	Mean	<u>8.37</u>	<u>9.36</u>
		SD	<u>2.12</u>	<u>1.73</u>
04	Exhibition	Mean	<u>5.25</u>	<u>4.42</u>
		SD	<u>1.73</u>	<u>2.31</u>
05	Autonomy	Mean	<u>7.06</u>	<u>5.15</u>
		SD	<u>2.95</u>	<u>2.69</u>
06	Affiliation	Mean	<u>5.37</u>	<u>5.57</u>
		SD	<u>2.36</u>	<u>2.16</u>
07	Intrception	Mean	<u>9.0</u>	<u>9.10</u>
		SD	<u>2.36</u>	<u>1.88</u>
08	Succorance	Mean	<u>6.25</u>	<u>6.10</u>
		SD	<u>2.90</u>	<u>1.88</u>
09	Dominance	Mean	<u>6.43</u>	<u>6.10</u>
		SD	<u>3.14</u>	<u>2.40</u>
10	Abasement	Mean	<u>7.56</u>	<u>7.73</u>
		SD	<u>2.44</u>	<u>2.23</u>
11	Nurturance	Mean	<u>8.0</u>	<u>8.15</u>
		SD	<u>2.0</u>	<u>2.11</u>
12.	Change	Mean	<u>7.0</u>	<u>6.21</u>
		SD	<u>2.58</u>	<u>1.71</u>
13.	Endurance	Mean	<u>8.62</u>	<u>9.89</u>
		SD	<u>3.72</u>	<u>2.05</u>
14.	Hetro Sexuality	Mean	<u>6.31</u>	<u>5.84</u>
		SD	<u>3.92</u>	<u>3.87</u>
15.	Aggression	Mean	<u>6.0</u>	<u>4.94</u>
		SD	<u>2.09</u>	<u>2.69</u>

## RANK ORDER OF PERSONALITY NEEDS:

VARIED JOB GROUP N=16		MEAN	REPETITIVE JOB GROUP N=19		MEAN
01	Intracception	9.0	01	Endurance	9.50
02	Endurance	8.62	02	Achievement	9.52
03	Order	8.37	03	Order	9.36
04	Achievement	8.06	04	Intracception	9.10
05	Nurturance	8.0	05	Nurturance	8.15
06	Abasement	7.56	06	Abasement	7.73
07	Autonomy	7.06	07	Deference	6.84
08	Change	7.0	08	Change	6.21
09	Dominance	6.43	09	Dominance	6.10
10	Hetero Sexuality	6.31	10	Succorance	6.10
11	Succorance	6.25	11	Hetero Sexuality	5.84
12	Aggression	6.0	12	Affiliation	5.57
13	Deference	5.81	13	Autonomy	5.15
14	Affiliation	5.37	14	Aggression	4.94
15	Exhibition	5.25	15	Exhibition	4.42

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VARIABLE	VARIED JOB GROUP		REPETITIVE JOB GROUP
		N = 16	N = 19
Job Involvement	Mean	<u>39.31</u>	<u>42.0</u>
	SD	<u>5.36</u>	<u>3.59</u>
Job Morale	Mean	<u>66.0</u>	<u>73.63</u>
	SD	<u>12.17</u>	<u>9.06</u>
Job Adjustment	Mean	<u>77.87</u>	<u>86.78</u>
	SD	<u>13.96</u>	<u>10.86</u>

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## RANK ORDER OF PERSONALITY NEEDS:

VARIED JOB GROUP: N = 16

H I G H P R E F E R E N C E N E E D S

- 01 Intraception
- 02 Endurance
- 03 Order
- 04 Achievement
- 05 Nurturance
- 06 Abasement
- 07 Autonomy

L O W P R E F E R E N C E N E E D S

- 08 Change
- 09 Dominance
- 10 Hetro-Sexuality
- 11 Succorance
- 12 Aggression
- 13 Deference
- 14 Affiliation
- 15 Exhibition

## RANK ORDER OF PERSONALITY NEEDS:

REPETITIVE JOB GROUP: N = 19

H I G H P R E F E R E N C E

- 01      Endurance
- 02      Achievement
- 03      Order
- 04      Intraception
- 05      Nurturance
- 06      Abasement

L O W P R E F E R E N C E

- 07      Deference
- 08      Change
- 09      Dominance
- 10      Succorance
- 11      Hetro Sexuality
- 12      Affliation
- 13      Autonomy
- 14      Aggression
- 15      Exhibition

VARIED JOB GROUP

N = 16

THE CORRELATION COEFFICIENT BETWEEN PERSONALITY NEEDS AND  
JOB INVOLVEMENT.

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01	Achievement and Job Involvement	.50
02	Deference and Job Involvement	.46
03	Order and Job Involvement	-.16
04	Exhibition and Job Involvement	.08
05	Autonomy and Job Involvement	-.40
06	Affiliation and Job Involvement	.23
07	Intracception and Job Involvement	-.22
08	Succorance and Job Involvement	.06
09	Dominance and Job Involvement	.05
10	Abasement and Job Involvement	.07
11	Nurturance and Job Involvement	.14
12	Change and Job Involvement	-.46
13	Endurance and Job Involvement	.22
14	Hetro Sexuality and Job Involvement	-.47
15	Aggression and Job Involvement	.18

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VARIED JOB GROUP

N = 16

THE CORRELATION COEFFICIENT BETWEEN PERSONALITY NEEDS AND  
JOB MORALE:

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01	Achievement and Job Morale	.36
02	Deference and Job Morale	.40
03	Order and Job Morale	-.02
04	Exhibition and Job Morale	.13
05	Autonomy and Job Morale	-.35
06	Affiliation and Job Morale	.52
07	Intracception and Job Morale	-.51
08	Success and Job Morale	.32
09	Domiance and Job Morale	-.05
10	Abasement and Job Morale	-.04
11	Nurturance and Job Morale	.21
12	Change and Job Morale	-.40
13	Endurance and Job Morale	.21
14	Hetro Sexuality and Job Morale	-.53
15	Aggression and Job Morale	.19

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VARIED JOB GROUP

N = 16

THE CORRELATION COEFFICIENT BETWEEN PERSONALITY NEEDS AND  
JOB ADJUSTMENT:

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01	Achievement and Job Adjustment	.57
02	Deference and Job Adjustment	.43
03	Order and Job Adjustment	-.10
04	Exhibition and Job Adjustment	.22
05	Autonomy and Job Adjustment	-.35
06	Affiliation and Job Adjustment	.42 <sup>b</sup>
07	Intracception and Job Adjustment	-.52
08	Succorance and Job Adjustment	.14
09	Dominance and Job Adjustment	.01
10	Abasement and Job Adjustment	-.20
11	Nurturance and Job Adjustment	.00
12	Change and Job Adjustment	-.38
13	Endurance and Job Adjustment	.30
14	Hetro Sexuality and Job Adjustment	-.49
15	Aggression and Job Adjustment	.20

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REPETITIVE JOB GROUP

N = 19

THE CORRELATION COEFFICIENT BETWEEN PERSONALITY NEEDS AND  
JOB INVOLVEMENT.

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01	Achievement and Job Involvement	-.22
02	Deference and Job Involvement	.47
03	Order and Job Involvement	.49
04	Exhibition and Job Involvement	-.56
05	Autonomy and Job Involvement	-.14
06	Affiliation and Job Involvement	.00
07	Intracception and Job Involvement	-.21
08	Succorance and Job Involvement	-.06
09	Dominance and Job Involvement	.50
10	Abasement and Job Involvement	.17
11	Nurturance and Job Involvement	-.32
12	Change and Job Involvement	.00
13	Endurance and Job Involvement	.50
14	Hetro Sexuality and Job Involvement	-.14
15	Aggression and Job Involvement	-.23

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REPETITIVE JOB GROUP

N = 19

THE CORRELATION COEFFICIENT BETWEEN PERSONALITY NEEDS AND  
JOB MORALE:

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01	Achievement and Job Morale	-.25
02	Deference and Job Morale	.44
03	Order and Job Morale	.22
04	Exhibition and Job Morale	-.40
05	Autonomy and Job Morale	.03
06	Affiliation and Job Morale	.35
07	Intracception and Job Morale	-.45
08	Succorance and Job Morale	.04
09	Dominance and Job Morale	.26
10	Abasement and Job Morale	-.09
11	Nurturance and Job Morale	-.16
12	Change and Job Morale	.11
13	Endurance and Job Morale	.37
14	Hetro Sexuality and Job Morale	-.29
15	Aggression and Job Morale	.03

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REPETITIVE JOB GROUP

N = 19

THE CORRELATION COEFFICIENT BETWEEN PERSONALITY NEEDS AND  
JOB ADJUSTMENT:

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01	Achievement and Job Adjustment	-.14
02	Deference and Job Adjustment	.39
03	Order and Job Adjustment	.44
04	Exhibition and Job Adjustment	-.38
05	Autonomy and Job Adjustment	-.04
06	Affiliation and Job Adjustment	.37
07	Intracention and Job Adjustment	-.28
08	Subservience and Job Adjustment	-.03
09	Dominance and Job Adjustment	.22
10	Abasement and Job Adjustment	.15
11	Nurturance and Job Adjustment	-.29
12	Change and Job Adjustment	-.01
13	Endurance and Job Adjustment	.40
14	Hetro Sexuality and Job Adjustment	-.29
15	Aggression and Job Adjustment	-.19

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## Z TEST: VARIABLE JOB GROUP AND REPETITIVE JOB GROUP

## JOB INVOLVEMENT

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01	Achievement and Job Involvement	-2.10
02	Deference and Job Involvement	.03
03	Order and Job Involvement	1.97
04	Exhibition and Job Involvement	-1.96
05	Autonomy and Job Involvement	.77
06	Affiliation and Job Involvement	- .62
07	Intracception and Job Involvement	.01
08	Succorance and Job Involvement	- .35
09	Dominance and Job Involvement	-1.34
10	Abasement and Job Involvement	.27
11	Nurturance and Job Involvement	-1.30
12	Change and Job Involvement	1.31
13	Endurance and Job Involvement	.87
14	Hetro Sexuality and Job Involvement	.99
15	Aggression and Job Involvement	-1.15

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Z TEST: VARIABLE JOB GROUP AND REPETITIVE JOB GROUP

JOB MORALE

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01	Achievement and Job Morale	-1.71
02	Deference and Job Morale	.13
03	Order and Job Morale	.69
04	Exhibition and Job Morale	1.53
05	Autonomy and Job Morale	1.07
06	Affiliation and Job Morale	- .57
07	Intraception and Job Morale	.20
08	Succorance and Job Morale	- .77
09	Dominance and Job Morale	.85
10	Abasement and Job Morale	- .13
11	Nurturance and Job Morale	-1.01
12	Change and Job Morale	1.46
13	Endurance and Job Morale	.47
14	Hetro Sexuality and Job Morale	.99
15	Aggression and Job Morale	- .41

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## Z TEST: VARIABLE JOB GROUP AND REPETITIVE JOB GROUP

## JOB ADJUSTMENT

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01	Achievement Job Adjustment	-2.14
02	Deference and Job Adjustment	- .14
03	Order and Job Adjustment	1.56
04	Exhibition and Job Adjustment	-1.68
05	Autonomy and Job Adjustment	.88
06	Affiliation and Job Adjustment	- .17
07	Intracception and Job Adjustment	.78
08	Succorance and Job Adjustment	- .49
09	Dominance and Job Adjustment	.56
10	Abasement and Job Adjustment	.96
11	Nurturance and Job Adjustment	- .73
12	Change and Job Adjustment	1.04
13	Endurance and Job Adjustment	.32
14	Hetro Sexuality and Job Adjustment	.66
15	Aggression and Job Adjustment	-1.10

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## SC UNIT

MEAN AND STANDARD DEVIATION OF PERSONALITY NEEDS OF VARIED  
JOB GROUP AND REPETITIVE JOB GROUP :

			VARIED JOB GROUP N=14	REPETITIVE JOB GROUP N=13
1.	Achievement	Mean SD	$\frac{8.92}{2.70}$	$\frac{8.50}{2.0}$
2.	Deference	Mean SD	$\frac{7.57}{1.74}$	$\frac{7.22}{2.04}$
3.	Order	Mean SD	$\frac{9.78}{2.51}$	$\frac{9.44}{2.95}$
4.	Exhibition	Mean SD	$\frac{4.64}{2.59}$	$\frac{4.61}{2.27}$
5.	Autonomy	Mean SD	$\frac{5.78}{2.29}$	$\frac{5.44}{1.54}$
6.	Affiliation	Mean SD	$\frac{6.14}{2.41}$	$\frac{6.27}{1.90}$
7.	Intracception	Mean SD	$\frac{6.85}{2.34}$	$\frac{7.50}{2.22}$
8.	Succorance	Mean SD	$\frac{6.07}{1.73}$	$\frac{6.55}{2.57}$
9.	Dominance	Mean SD	$\frac{6.50}{1.74}$	$\frac{5.94}{1.86}$
10.	Abasement	Mean SD	$\frac{8.07}{1.59}$	$\frac{9.50}{2.30}$
11.	Nurturance	Mean SD	$\frac{8.50}{2.13}$	$\frac{9.00}{1.84}$
12.	Change	Mean SD	$\frac{5.92}{2.43}$	$\frac{4.83}{2.06}$
13.	Endurance	Mean SD	$\frac{9.35}{1.98}$	$\frac{10.77}{1.83}$
14.	Hetro Sexuality	Mean SD	$\frac{4.28}{2.67}$	$\frac{3.38}{2.61}$
15.	Aggression	Mean SD	$\frac{6.57}{2.50}$	$\frac{6.00}{2.58}$

## RANK ORDER OR PERSONALITY NEEDS:

VARIED JOB GROUP		MEAN	REPETITIVE JOB GROUP		MEAN
N = 14			N = 18		
1.	Order	9.78	1.	Endurance	10.77
2.	Endurance	9.35	2.	Abasement	9.50
3.	Achievement	8.92	3.	Order	9.44
4.	Nurturance	8.50	4.	Nurturance	9.0
5.	Abasement	8.07	5.	Achievement	8.5
6.	Deference	7.57	6.	Intrception	7.50
7.	Intrception	6.85	7.	Deference	7.22
8.	Aggression	6.57	8.	Succorance	6.55
9.	Dominance	6.50	9.	Affliation	6.27
10.	Affliatio	6.14	10.	Aggression	6.0
11.	Succorance	6.07	11.	Dominance	5.94
12.	Change	5.92	12.	Autonomy	5.44
13.	Autonomy	5.78	13.	Change	4.83
14.	Exhibition	4.64	14.	Exhibition	4.61
15.	Hetro Sexuality	4.28	15.	Hetro Sexuality	3.38

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VARIABLE		VARIED JOB GROUP N = 14	REPETITIVE JOB GROUP N = 18
Job Involvement	Mean	39.35	42.55
	SD	4.63	4.63
Job Morale	Mean	69.21	67.27
	SD	9.93	10.98
Job Adjustment	Mean	81.64	84.22
	SD	12.59	13.40

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## RANK ORDER OF PERSONALITY NEEDS:

VARIED JOB GROUP : N = 14

HIGH PREFERENCE

1. Order
2. Endurance
3. Achievement
4. Nurturance
5. Abasement.
6. Deference

LOW PREFERENCE

7. Intraception
8. Aggression
9. Dominance
10. Affiliation
11. Succorance
12. Change
13. Autonomy
14. Exhibition
15. Hetero sexuality

## RANK ORDER OF PERSONALITY NEEDS:

REPETITIVE JOB GROUP: N = 18

HIGH PREFERENCE:

1. Endurance
2. Abasement
3. Order
4. Nurturance
5. Achievement
6. Intraception
7. Deference

LOW PREFERENCE

8. Succorance
9. Affiliation
10. Aggression
11. Dominance
12. Autonomy
13. Change
14. Exhibition
15. Hetro Sexuality

Varied Job Group

N = 14

The Correlation Coefficient between Personality Needs and  
Job Adjustment.:

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01	Achievement and Job Adjustment	.48
02	Defference and Job Adjustment	-.55
03	Order and Job Adjustment	-.33
04	Exhibition and Job Adjustment	.32
05	Autonomy and Job Adjustment	.56
06	Affliation and Job adjustment	.15
07	Intracception and Job Adjustment	.59
08	Suceorance and Job Adjustment	.03
09	Dominance and Job Adjustment	-.40
10	Abasement and Job Adjustment	.26
11	Nurturance and Job Adjustment	.20
12	Change and Job Adjustment	-.53
13	Endurance and Job Adjustment	-.33
14	Hetro Sexuality and Job Adjustment	-.31
15	Aggression and Job Adjustment	-.31

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Varied Job Group

N = 14

The correlation coefficient between Personality Needs and  
Job Morale;

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01	Achievement and Job Morale	.43
02	Defference and Job Morale	-.45
03	Order and Job Morale	-.38
04	Exhibition and Job Morale	.27
05	Autonomy and Job Morale	.49
06	Affliation and Job Morale	-.10
07	Intracception and Job Morale	.56
08	Succorance and Job Morale	-.03
09	Dominance and Job Morale	-.25
10	Abasement and Job Morale	.32
11	Nurturance and Job Morale	.00
12	Change and Job Morale	-.45
13	Endurance and Job Morale	-.31
14	Hetro Sexuality and Job Morale	-.06
15	Aggression and Job Morale	-.17

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Varied Job Group

N = 14

The Correlation Coefficient between Personality Needs and  
Job Involvement.

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01	Achievement and Job Involvement	.34
02	Defference and Job Involvement	-.12
03	Order and Job Involvement	-.06
04	Exhibition and Job Involvement	-.08
05	Autonomy and Job Involvement	.28
06	Affliation and Job Involvement	.21
07	Intraception and Job Involvement	.28
08	Succorance and Job Involvement	.19
09	Dominance and Job Involvement	.09
10	Abasement and Job Involvement	.21
11	Nurturance and Job Involvement	.00
12	Change and Job Involvement	-.59
13	Endurance and Job Involvement	.06
14	Hetro Sexuality and Job Involvement	-.41
15	Aggression and Job Involvement	-.23

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Repetitive Job Group

N = 14

The Correlation Coefficient between Personality Needs and  
Job Involvement.

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01	Achievement and Job Involvement	-.17
02	Defference and Job Involvement	.29
03	Order and Job Involvement	.52
04	Exhibition and Job Involvement	-.43
05	Autonomy and Job Involvement	.01
06	Affliatiob and Job Involvement	-.38
07	Intraception and Job Involvement	.06
08	Succorance and Job Involvement	-.17
09	Dominance and Job Involvement	.05
10	Absement and Job Involvement	.47
11	Nurturance and Job Involvement	-.47
12	Chonge and Job Involvement	.30
13	Endurance and Job Involvement	.00
14	HetroSexuality and Job Involvement	-.17
15	Aggression and Job Involvement	-.11

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Repetitive Job Group

N = 18

The correlation coefficient between Personality Needs and  
Job Morale:

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01	Achievement and Job Morale	-.14
02	Defference and Job Morale	.53
03	Order and Job Morale	.36
04	Exhibition and Job Morale	-.62
05	Autonomy and Job Morale	-.07
06	Affliation and Job Morale	-.20
07	Intracception and Job Morale	-.39
08	Succorance and Job Morale	-.28
09	Dominance and Job Morale	.22
10	Abasement and Job Morale	.39
11	Nurturance and Job Morale	-.22
12	Change and Job Morale	.17
13	Endurance and Job Morale	.22
14	Hetro Sexuality and Job Morele	.08
15	Aggression and Job Morale	-.11

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Repetitive Job Group

N = 18

The Correlation Coefficient between Personality Needs and  
Job Adjustment.:

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01	Achievement and Job Adjustment	.00
02	Defference and Job Adjustment	.44
03	Order and Job Adjustment	.51
04	Exhibition and Job Adjustment	-.43
05	Autonomy and Job Adjustment	-.15
06	Affliation and Job Adjustment	-.07
07	Intracception and Job Adjustment	-.10
08	Suceorance and Job Adjustment	-.22
09	Dominance and Job Adjustment	.09
10	Abasement and Job Adjustment	.16
11	Nurturance and Job Adjustment	.01
12	Change and Job Adjustment	.05
13	Endurance and Job Adjustment	.20
14	Hetro Sexuality and Job Adjustment	-.24
15	Aggression and Job Adjustment	-.26

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## Z Test: Variable Job Group and Repetitive Job Group:

## Job Involvement:

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01	Achievement and Job Involvement	-1.30
02	Deference and Job Involvement	1.03
03	Order and Job Involvement	1.59
04	Exhibition and Job Involvement	-.93
05	Autonomy and Job Involvement	-.67
06	Affiliation and Job Involvement	-1.52
07	Intracception and Job Involvement	-.56
08	Succorance and Job Involvement	-.92
09	Dominance and Job Involvement	-.07
10	Abasement and Job Involvement	.72
11	Nurturance and Job Involvement	-1.26
12	Change and Job Involvement	2.45
13	Endurance and Job Involvement	.15
14	Hetro Sexuality and Involvement	.64
15	Aggression and Job Involvement	.31

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## Z Test: Variable Job Group and Repetitive Job Group

## Job Morale

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01	Achievement and Job Morale	-1.71
02	Deference and Job Morale	.13
03	Order and Job Morale	.69
04	Exhibition and Job Morale	1.53
05	Autonomy and Job Morale	1.07
06	Affiliation and Job Morale	-.57
07	Intracception and Job Morale	.20
08	Succorance and Job Morale	-.77
09	Dominance and Job Morale	.85
10	Abasement and Job Morale	-.13
11	Nurturance and Job Morale	-1.01
12	Change and Job Morale	1.46
13	Endurance and Job Morale	.47
14	Hetro Sexuality and Job Morale	.99
15	Aggression and Job Morale	-.41

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## Z Test: Variable Job Group and Repetitive Job Group

## Job Adjustment

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01	Achievement Job Adjustment	-2.14
02	Deference and Job Adjustment	-.14
03	Order and Job Adjustment	1.56
04	Exhibition and Job Adjustment	-1.68
05	Autonomy and Job Adjustment	.88
06	Affiliation and Job Adjustment	-.17
07	Intracception and Job Adjustment	.78
08	Succorance and Job Adjustment	-.49
09	Dominance and Job Adjustment	.56
10	Abasement and Job Adjustment	.96
11	Nurturance and Job Adjustment	-.78
12	Change and Job Adjustment	1.04
13	Endurance and Job Adjustment	.32
14	Hetro Sexuality and Job Adjustment	.66
15	Aggression and Job Adjustment	-1.10

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## AG UNIT

MEAN & STANDARD DEVIATION OF PERSONALITY NEEDS OF VARIED  
JOB GROUP AND REPETITIVE JOB GROUP

			VARIED JOB GROUP N=18	REPETITIVE JOB GROUP N=30
01	Achievement	Mean	<u>9.55</u>	<u>8.30</u>
		SD	<u>1.78</u>	<u>1.98</u>
02	Difference	Mean	<u>6.94</u>	<u>7.10</u>
		SD	<u>2.07</u>	<u>1.66</u>
03	Order	Mean	<u>10.55</u>	<u>8.83</u>
		SD	<u>2.17</u>	<u>1.85</u>
04	Exhibition	Mean	<u>5.38</u>	<u>4.33</u>
		SD	<u>2.03</u>	<u>1.80</u>
05	Autonomy	Mean	<u>5.72</u>	<u>5.30</u>
		SD	<u>1.93</u>	<u>1.93</u>
06	Affiliation	Mean	<u>5.94</u>	<u>6.56</u>
		SD	<u>1.76</u>	<u>2.01</u>
07	Intracception	Mean	<u>33.16</u>	<u>8.16</u>
		SD	<u>1.82</u>	<u>2.10</u>
08	Succorance	Mean	<u>6.83</u>	<u>7.00</u>
		SD	<u>2.14</u>	<u>2.10</u>
09	Dominance	Mean	<u>6.16</u>	<u>5.56</u>
		SD	<u>1.82</u>	<u>2.14</u>
10	Abasement	Mean	<u>8.27</u>	<u>8.56</u>
		SD	<u>2.92</u>	<u>2.31</u>
11	Nurturance	Mean	<u>8.11</u>	<u>8.93</u>
			<u>2.47</u>	<u>2.46</u>
12	Change	Mean	<u>5.38</u>	<u>6.46</u>
			<u>2.11</u>	<u>2.52</u>
13	Endurance	Mean	<u>10.44</u>	<u>10.56</u>
		SD	<u>2.28</u>	<u>2.16</u>
14	Hetero Sexuality	Mean	<u>2.88</u>	<u>4.76</u>
		SD	<u>2.72</u>	<u>3.16</u>
15	Aggression	Mean	<u>4.61</u>	<u>4.53</u>
			<u>3.01</u>	<u>2.30</u>

## RANK ORDER OF PERSONALITY NEEDS:

VARIED JOB GROUP N=18		MEAN	REPETITIVE JOB GROUP N=30		MEAN
01	Order	10.55	01	Endurance	10.56
02	Endurance	10.44	02	Nurturance	8.93
03	Achievement	9.55	03	Order	8.83
04	Abasement	8.27	04	Abasement	8.56
05	Intracception	8.16	05	Achievement	8.30
06	Nurturance	8.11	06	Intracception	8.16
07	Defference	6.94	07	Defference	7.10
08	Succorance	6.83	08	Succorance	7.00
09	Dominance	6.16	09	Affliation	6.56
10	Affliation	5.94	10	Change	6.46
11	Autonomy	5.72	11	Dominance	5.56
12	Exhibition	5.38	12	Autonomy	5.30
13	Change	5.38	13	Hetero Sexuality	4.76
14	Aggression	4.61	14	Aggression	4.53
15	Hetero Sexuality	2.88	15	Exhibition	4.33

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VARIABLE		VARIED JOB GROUP	REPETITIVE JOB GROUP
Job Involvement	Mean	<u>40.72</u>	<u>41.06</u>
	SD	4.23	4.78
Job Morale	Mean	<u>68.5</u>	<u>71.96</u>
	SD	8.17	8.68
Job Adjustment	Mean	<u>76.5</u>	<u>83.43</u>
		11.23	10.27

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RANK ORDER OF PERSONALITY NEEDS :

REPETITIVE JOB GROUP : N=30

H I G H P R E F E R E N C E

- 01      Endurance
- 02      Nurturance
- 03      Order
- 04      Abasement
- 05      Achievement
- 06      Intraception

LOW P R E F E R E N C E

- 01      Defference
- 02      Succorance
- 03      Affliation
- 04      Change
- 05      Dominance
- 06      Autonomy
- 07      Hetero Sexuality
- 08      Aggression
- 09      Exhibition

## RANK ORDER OF PERSONALITY NEEDS :

VARIED JOB GROUP - N = 18

H I G H P R E F E R E N C E

- 01 Order
- 02 Endurance
- 03 Achievement
- 04 Abasement
- 05 Intraception
- 06 Nurturance

L O W P R E F E R E N C E

- 01 Defference
- 02 Succorance
- 03 Dominance
- 04 Affliation
- 05 Autonomy
- 06 Exhibition
- 07 Change
- 08 Aggression
- 09 Hetero Sexuality

REPETITIVE JOB GROUP - N = 30

The Correlation Coefficient between Personality Needs and  
Job Involvement:

---

01	Achievement and Job Involvement	-.00
02	Difference and Job Involvement	.36
03	Order and Job Involvement <sup>+</sup>	.00
04	Exhibition and Job Involvement	-.19
05	Autonomy and Job Involvement	.12
06	Affiliation and Job Involvement	-.05
07	Intracception and Job Involvement	-.05
08	Succorance and Job Involvement	-.08
09	Dominance and Job Involvement	.15
10	Abasement and Job Involvement	.00
11	Nurturance and Job Involvement	-.00
12	Change and Job Involvement	-.35
13	Endurance and Job Involvement	-.29
14	Hetro <sup>e</sup> Sexuality and Job Involvement	.22
15	Aggression and Job Involvement	.08

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## REPETITIVE JOB GROUP - N#30

The Correlation Coefficient between Personality Needs and  
Job Morale :

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01	Achievement and Job Morale	-.16
02	Defference and Job Morale	.23
03	Order and Job Morale	-.01
04	Exhibition and Job Morale	-.15
05	Autonomy and Job Morale	.05
06	Affliation and Job Morale	.08
07	Intracaption and Job Morale	.21
08	Succorance and Job Morale	-.18
09	Dominance and Job Morale	-.32
10	Abasement and Job Morale	.28
11	Nurturance and Job Morale	.11
12	Change and Job Morale	-.06
13	Endurance and Job Morale	-.08
14	Hatero Sexuality and Job Morale	-.02
15	Aggression and Job Morale	.03

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## REPETITIVE JOB GROUP - N=30

The Correlation Coefficient between Personality Needs and  
Job Adjustment

---

01	Achievement and Job Adjustment	-.22
02	Defference and Job Adjustment	.35
03	Order and Job Adjustment	.08
04	Exhibition and Job Adjustment	-.29
05	Autonomy and Job Adjustment	.16
06	Affiliation and Job Adjustment	.14
07	Intraception and Job Adjustment	-.04
08	Succorance and Job Adjustment	.02
09	Dominance and Job Adjustment	-.22
10	Abadment and Job Adjustment	.19
11	Nurturance and Job Adjustment	.25
12	Change and Job Adjustment	-.08
13	Endurance and Job Adjustment	-.18
14	Hetero Sexuality and Job Adjustment	-.03
15	Aggression and Adjustment	-.08

---

VARIED JOB GROUP - N = 18

The Correlation Coefficient between Personality Nees and  
Job involvement

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01	Achievement and Job involvement	.58
02	Defference and Job involvement	-.58
03	Order and Job involvement	-.25
04	Exhibition and Job involvement	.10
05	Autonomy and Job involvement	-.22
06	Affliation and Job involvement .	.41
07	Intraception and Job involvement	-.26
08	Succorance and Job involvement	.11
09	Dominance and Job involvement	-.61
10	Abasement and Job involvement	.07
11	Nurturance and Job involvement	.41
12	Change and Job involvement	-.26
13	Endurance and Job involvement	.43
14	Hetero Sexuality and Job involvement	-.41
15	Aggression and Job involvement	.33

---

VARIED JOB GROUP - N = 18

The Correlation Coefficient between Personality needs and  
Job Morale

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01	Achievement and Job Morale	.54
02	Defference and Job Morale	-.50
03	Order and Job Morale	.01
04	Exhibition and Job Morale	.07
05	Autonomy and Job Morale	-.48
06	Affliation and Job Morale	.25
07	Intraception and Job Morale	-.42
08	Succorance and Job Morale	-.03
09	Deminance and Job Morale	-.26
10	Abasement and Job Morale	-.00
11	Nurturance and Job Moralr	.47
12	Change and Job Morale	-.01
13	Endurance and Job Morale	.64
14	Hetero Sexuality and Job Morale	-.17
15	Aggression and Job Morale	-.13

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VARIED JOB GROUP - N = 18

The Correlation  $\alpha$  Coefficient between Personality needs and  
Job Adjustment

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01	Achievement and Job Adjustment	.44
02	Deffer <del>er</del> phca and Job Adjustment	-.59
03	Order and Job Adjustment	.14
04	Exhibition and Job Adjustment	-.12
05	Autonomy and Job Adjustment	-.52
06	Affliation and Job Adjustment	.67
07	Intracception ad Job Adjustment	-.42
08	Succorance and Job Adjustment	.27
09	Dominance and Job Adjustment	-.35
10	Abasement and Job Adjustment	.25
11	Nurturance and Job Adjustment	.43
12	Change and Job Adjustment	-.43
13	Endurance and Job Adjustment	.15
14	Hetero Sexuality and Job Adjustment	-.28
15	Aggression and Job Adjustment	.18

---



Z tes : Variable Job Group and Repetitive Job Group

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Job Adjustment		
01	Achievement and Job Adjustment	-2.20
02	Deference and Job Adjustment	3.39
03	Order and Job Adjustment	-.20
04	Exhibition and Job Adjustment	-.56
05	Autonomy and Job Adjustment	2.30
06	Affiliation and Job Adjustment	-2.08
07	Intraception and Job Adjustment	1.26
08	Succorance and Job Adjustment	-.78
09	Dominance and Job Adjustment	.43
10	Abasement and Job Adjustment	-.19
11	Nurturance and Job Adjustment	-.62
12	Change and Job Adjustment	1.19
13	Endurance and Job Adjustment	-1.08
14	Hetero Sexuality and Job Adjustment	.81
15	Aggression and Job Adjustment	-.84

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Z tes : Variable Job Group and Repetitive Job Group

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		Job Involvement
01.	Achievement and Job Involvement	-2.12
02.	Deferemce and Job Involvement	2.19
03	Order and Job Involvement	.82
04	Exhibition and Job Involvement	.27
05	Autonomy and Job Involvement	1.11
06	Affliation and Job Involvement	-1.54
07	Intraception and Job Involvement	.67
08	Succorance and Job Involvement	-.64
09	Dominance and Job Involvement	2.72
10	Abasement and Job Involvement	.05
11	Nurturance and JobI Involvement	-1.39
12	Change and Job Involvement	-.27
13	Endurance and Job Involvement	-2.39
14	Hetero Sexuality and Job Involvement	2.09
15	Aggression and Job Involvement	- .82

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Personality Needs and Job Involvement

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Involvement	Significant	4	High	P	Significant	Varied
		Insignificant	2	High	-		Repet.
2	Deference and Job Involvement	High	13	Low	P	Insignificant	Varied
		Significant	7	Low	P		Repet.
3	Order and Job Involvement	Insignificant	3	High	N	High	Varied
		Significant	3	High	P		Repet.
4	Exhibition and Job Involvement	Insignificant	15	Low	P	Significant	Varied
		Significant	15	Low	N		Repet.
5	Autonomy and Job Involvement	High	7	High	N	Insignificant	Varied
		Insignificant	13	Low	N		Repet.

Varied Job N = 16  
 Repetitive Job N = 19

r = Significant level .49  
 r = Significant level .45

P = Positive relationship  
 N = Negative relationship

NO	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Involvement	Insignificant	14	Low	P	Insignificant	Varied
		Insignificant	12	Low	-		Repet.
7	Intracception and Job Involvement	Insignificant	1	High	N	Insignificant	Varied
		Insignificant	4	High	N		Repet.
8	Succorance and Job Involvement	Insignificant	11	Low	P	Insignificant	Varied
		Insignificant	10	Low	N		Repet.
9	Dominance and Job Involvement	Insignificant	9	Low	P	High	Varied
		Significant	9	Low	P		Repet.
10	Abasement and Job Involvement	Insignificant	6	High	P	Insignificant	Varied
		Insignificant	6	High	P		Repet.

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Involvement	Insignificant	5	High	P	High	Varied
		High	5	High	N		Repet.
12	Change and Job Involvement	High	8	Low	N	High	Varied
		Insignificant	8	Low	-		Repet.
13	Endurance and Job Involvement	Insignificant	2	High	P	Insignificant	Varied
		Significant	1	High	P		Repet.
14	Hetero Sexuality and Job Involvement	High	10	Low	N	Insignificant	Varied
		Insignificant	11	Low	N		Repet
15	Aggression and Job Involvement	Insignificant	12	Low	P	Insignificant	Varied
		Insignificant	14	Low	N		Repet.

GC UNIT

Personality Needs and Job Morale

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Morale	High	4	High	P	High	Varied
		Insignificant	2	High	N		Repet.
2	Deference and Job Morale	High	13	Low	P	Insignificant	Varied
		High	7	Low	P		Repet.
3	Order and Job Morale	Insignificant	3	High	N	Insignificant	Varied
		Insignificant	3	High	P		Repet.
4	Exhibition and Job Morale	Insignificant	15	Low	P	High	Varied
		High	15	Low	N		Repet.
5	Autonomy and Job Morale	High	7	High	N	Insignificant	Varied
		Insignificant	13	Low	P		Repet.

Varied Job            N = 16            r = Significant level .49  
 Repetitive Job        N = 19            r = Significant level .45

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Morale	Significant	14	Low	P	Insignificant	Varied
		High	12	Low	P		Repet.
7	Intracception and Job Morale	Significant	1	High	N	Insignificant	Varied
		High	4	High	N		Repet.
8	Succorance and Job Morale	High	11	Low	P	Insignificant	Varied
		Insignificant	10	Low	P		Repet.
9	Dominance and Job Morale	Insignificant	9	Low	N	Insignificant	Varied
		Insignificant	9	Low	P		Repet.
10	Abasement and Job Morale	Insignificant	6	High	N	Insignificant	Varied
		Insignificant	6	High	N		Repet.

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Morale	Insignificant	5	High	P	Insignificant	Varied
		Insignificant	5	High	N		Repet.
12	Change and Job Morale	High	8	Low	N	High	Varied
		Insignificant	8	Low	P		Repet.
13	Endurance and Job Morale	Insignificant	2	High	P	Insignificant	Varied
		High	1	High	P		Repet.
14	Hetero Sexuality and Job Morale	Significant	10	Low	N	Insignificant	Varied
		Insignificant	11	Low	N		Repet.
15	Aggression and Job Morale	Insignificant	12	Low	P	Insignificant	Varied
		Insignificant	14	Low	P		Repet.

GC UNIT

Personality Needs and Job Adjustment

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Adjustment	Significant	4	High	P	Significant	Varied
		Insignificant	2	High	N		Repet.
2	Deference and Job Adjustment	High	13	Low	P	Insignificant	Varied
		High	7	Low	P		Repet.
3	Order and Job Adjustment	Insignificant	3	High	N	High	varied
		Significant	3	High	P		Repet.
4	Exhibition and Job Adjustment	Insignificant	15	Low	P	High	Varied
		High	15	Low	N		Repet.
5	Autonomy and Job Adjustment	High	7	High	N	Insignificant	Varied
		Insignificant	13	Low	N		Repet.

Varied Job N = 16  
 Repetitive Job N = 19  
 r = Significant level .49  
 r = Significant level .45

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Adjustment	High	14	Low	P	Insignificant	Varied
		High	12	Low	P		Repet.
7	Intraception and Job Adjustment	Significant	1	High	N	Insignificant	Varied
		Insignificant	4	High	N		Repet.
8	Succorance and Job Adjustment	Insignificant	11	Low	P	Insignificant	Varied
		Insignificant	10	Low	N		Repet.
9	Dominance and Job Adjustment	Insignificant	9	Low	P	Insignificant	Varied
		Insignificant	9	Low	P		Repet.
10	Abasement and Job Adjustment	Insignificant	6	High	N	Insignificant	Varied
		Insignificant	6	High	P		Repet

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Adjustment	Insignificant	5	High	N	Insignificant	Varied
		Insignificant	5	High	N		Repet.
12	Change and Job Adjustment	High	9	Low	N	Insignificant	Varied
		Insignificant	8	Low	N		Repet.
13	Endurance and Job Adjustment	Insignificant	2	High	P	Insignificant	Varied
		High	1	High	P		Repet.
14	Hetero-Sexuality and Job Adjustment	Significant	10	Low	N	Insignificant	Varied
		Insignificant	11	Low	N		Repet.
15	Aggression and Job Adjustment	Insignificant	12	Low	P	Insignificant	Varied
		Insignificant	14	Low	N		Repet.

SC UNIT  
Personality Needs and Job Involvement

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Involvement	High	3	High	P	High	Varied
1		Insignificant	5	High	N		Rept.
2	Deference and Job Involvement	Insignificant	6	High	P	Insignificant	Varied
		Insignificant	7	High	P		Rept.
3	Order and Job Involvement	Insignificant	1	High	N	High	Varied
		Significant	3	High	P		Rept.
4	Excitation and Job Involvement	Insignificant	14	Low	N	Insignificant	Varied
		High	14	Low	N		Rept.
5	Autonomy and Job Involvement	Insignificant	13	Low	P	Insignificant	Varied
		Insignificant	12	Low	P		Rept.

Varied Job N = 14  
 Repetitive Job N = 18

r = Significant level .53  
 r = Significant level .46

P = Positive relationship  
 N = Negative relationship

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Involvement	Insignificant	10	Low	P	High	Varied
		Insignificant	9	Low	N		Rept.
7	Intracception and Job Involvement	Insignificant	7	Low	P	Insignificant	Varied
		Insignificant	6	High	P		Rept.
8	Succorance and Job Involvement	Insignificant	11	Low	P	Insignificant	Varied
		Insignificant	8	Low	N		Rept.
9	Dominance and Job Involvement	Insignificant	9	Low	P	Insignificant	Varied
		Insignificant	11	Low	P		Rept.
10	Abasement and Job Involvement	Insignificant	5	High	P	Insignificant	Varied
		High	2	High	P		Rept.

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Involvement	Insignificant	4	High	P	Insignificant	Varied
		High	4	High	N		Repet.
12	Change and Job Involvement	Significant	12	Low	N	Significant	Varied
		Insignificant	13	Low	P		Rept.
13	Endurance and Job Involvement	Insignificant	2	High	P	Insignificant	Varied
		Insignificant	1	High	P		Rept.
14	Hetero Sexuality and Job Involvement	High	15	Low	N	Insignificant	Varied
		Insignificant	15	Low	N		Rept.
15	Aggression and Job Involvement	Insignificant	8	Low	N	Insignificant	Varied
		Insignificant	10	High	N		Rept.

SC UNIT  
Personality Needs and Job Morale

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Morale	High	3	High	P	High	Varied
		Insignificant	5	High	N		Repet.
2	Deference and Job Morale	High	6	High	N	Significant	Varied
		Significant	7	High	P		Repet.
3	Order and Job Morale	Insignificant	1	High	N	Significant	Varied
		Insignificant	3	High	P		Repet.
4	Exhibition and Job Morale	Insignificant	14	Low	P	Significant	Varied
		Significant	14	Low	N		Repet.
5	Autonomy and Job Morale	High	13	Low	P	High	Varied
		Insignificant	12	Low	N		Repet.

Varied Job N = 14  
 Repetitive Job N = 18

r = Significant level .53  
 r = Significant level .46

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Morale	Insignificant	10	Low	N	Insignificant	Varied
		Insignificant	9	Low	N		Repet.
7	Intracception and Job Morale	Significant	7	Low	P	Significant	Varied
		Insignificant	6	High	N		Repet.
8	Succorance and Job Morale	Insignificant	11	Low	N	Insignificant	Varied
		Insignificant	8	Low	N		Repet.
9	Dominance and Job Morale	Insignificant	9	Low	N	Insignificant	Varied
		Insignificant	11	Low	P		Repet.
10	Abasement and Job Morale	Insignificant	5	High	P	Insignificant	Varied
		High	2	High	P		Repet.

NO	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Morale	Insignificant	4	High	-	Insignificant	Varied
		Insignificant	4	High	N		Repet.
12	Change and Job Morale	High	12	Low	P	High	Varied
		Insignificant	13	Low	P		Repet.
13	Endurance and Job Morale	Insignificant	2	High	N	Insignificant	Varied
		Insignificant	1	High	P		Repet.
14	Hetero Sexuality and Job Morale	Insignificant	15	Low	N	Insignificant	Varied
		Insignificant	15	Low	P		Repet.
15	Aggression and Job Morale	Insignificant	8	Low	N	Insignificant	Varied
		Insignificant	10	High	N		Repet.

SC UNIT

Personality Needs and Job Adjustment

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Adjustment	High	3	High	P	Insignificant	Varied
		Insignificant	5	High	N		Repet.
2	Deference and Job Adjustment	Significant	6	High	N	Significant	Varied
		High	7	High	P		Repet.
3	Order and Job Adjustment	Insignificant	1	High	N	Significant	Varied
		Significant	3	High	P		Repet.
4	Exhibition and Job Adjustment	Insignificant	14	Low	P	Significant	Varied
		High	14	Low	N		Repet.
5	Autonomy and Job Adjustment	Significant	13	Low	P	Significant	Varied
		Insignificant	12	Low	N		Repet.

Varied Job N = 14 r = Significant level .53  
 Repetitive Job N = 18 r = Significant level .46

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Adjustment	Insignificant	10	Low	P	Insignificant	Varied
		Insignificant	9	Low	N		Repet.
7	Intracception and Job Adjustment	Significant	7	Low	P	Significant	Varied
		Insignificant	6	High	N		Repet.
8	Succorance and Job Adjustment	Insignificant	11	Low	P	Insignificant	Varied
		Insignificant	8	Low	N		Repet.
9	Dominance and Job Adjustment	High	9	Low	N	Insignificant	Varied
		Insignificant	11	Low	P		Repet.
10	Abasement and Job Adjustment	Insignificant	5	High	P	Insignificant	Varied
		Insignificant	2	High	P		Repet.

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Adjustment	Insignificant	4	High	P	Insignificant	Varied
		Insignificant	4	High	P		Repet.
12	Change and Job Adjustment	Significant	12	Low	N	High	Varied
		Insignificant	13	Low	P		Repet.
13	Endurance and Job Adjustment	Insignificant	2	High	N	Insignificant	Varied
		Insignificant	1	High	P		Repet
14	Hetero Sexuality and Job Adjustment	Insignificant	15	Low	N	Insignificant	Varied
		Insignificant	15	Low	N		Repet.
15	Aggression and Job Adjustment	Insignificant	8	Low	N	Insignificant	Varied
		Insignificant	10	High	N		Repet

AG UNIT

Personality Needs and Job Involvement

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Involvement	Significant	3	High	P	Significant	Varied
		Insignificant	5	High	-		Repet.
2	Deference and Job Involvement	Significant	7	Low	N	Significant	Varied
		Significant	7	Low	P		Repet.
3	Order and Job Involvement	Insignificant	1	High	N	Insignificant	Varied
		Insignificant	3	High	-		Repet.
4	Exhibition and Job Involvement	Insignificant	12	Low	P	Insignificant	Varied
		Insignificant	15	Low	N		Repet.
5	Autonomy and Job Involvement	Insignificant	11	Low	N	Insignificant	Varied
		Insignificant	12	Low	P		Repet.

Varied Job N = 18  
 Repetitive Job N = 30

r = Significant level .46  
 r = Significant level .36

P = Positive relationship  
 N = Negative relationship

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Involvement	High	10	Low	P	High	Varied
		Insignificant	9	Low	N		Repet.
7	Intracception and Job Involvement	Insignificant	5	High	N	Insignificant	Varied
		Insignificant	6	High	N		Repet.
8	Succorance and Job Involvement	Insignificant	8	Low	P	Insignificant	Varied
		Insignificant	8	Low	N		Repet.
9	Dominance and Job Involvement	Significant	9	Low	N	Significant	Varied
		Insignificant	11	Low	P		Repet.
10	Abasement and Job Involvement	Insignificant	4	High	P	Insignificant	Varied
		Insignificant	4	High	P		Repet.

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Involvement	High	6	High	P	High	Varied
		Insignificant	2	High	-		Repet.
12	Change and Job Involvement	Insignificant	13	Low	N	Insignificant	Varied
		Insignificant	10	Low	N		Repet.
13	Endurance and Job Involvement	High	2	High	P	Significant	Varied
		Insignificant	1	High	N		Repet.
14	Hetero Sexuality and Job Involvement	High	15	Low	N	Significant	Varied
		Insignificant	13	Low	P		Repet.
15	Aggression and Job Involvement	High	14	Low	P	Insignificant	Varied
		Insignificant	14	Low	P		Repet.

AG UNIT

Personality Needs and Job Morale

NO	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Morale	Significant	3	High	P	Significant	Varied
		Insignificant	5	High	N		Repet.
2	Deference and Job Morale	Significant	7	Low	N	Significant	Varied
		Insignificant	7	Low	P		Repet
3	Order and Job Morale	Insignificant	1	High	-	Insignificant	Varied
		Insignificant	3	High			Repet.
4	Exhibition and Job Morale	Insignificant	12	Low	-	Insignificant	Varied
		Insignificant	15	Low	N		Repet.
5	Autonomy and Job Morale	Significant	11	Low	N	High	Varied
		Insignificant	12	Low	-		Repet.

Varied Job N = 18  
 Repetitive Job N = 30

r = Significant level .46  
 r = Significant level .36

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Morale	High	10	Low	P	Insignificant	Varied
		Insignificant	9	Low	P		Repet.
7	Intracception and Job Morale	High	5	High	N	Significant	Varied
		Insignificant	6	High	P		Repet.
8	Succorance and Job Morale	Insignificant	8	Low	N	Insignificant	Varied
		Insignificant	8	Low	N		Repet.
9	Dominance and Job Morale	Insignificant	9	Low	N	Insignificant	Varied
		High	11	Low	N		Repet.
20	Abasement and Job Morale	Insignificant	4	High	-	Insignificant	Varied
		High	4	High	P		Repet.

NO	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Morale	Significant	6	High	P	Insignificant	Varied
		Insignificant	2	High	P		Repet.
12	Change and Job Morale	Insignificant	13	Low	-	Insignificant	Varied
		Insignificant	10	Low	-		Repet.
13	Endurance and Job Morale	Significant	2	High	P	Significant	Varied
		Insignificant	1	High	-		Repet.
14	Hetero Sexuality and Job Morale	Insignificant	15	Low	N	Insignificant	Varied
		Insignificant	13	Low	-		Repet.
15	Aggression and Job Morale	Insignificant	14	Low	N	Insignificant	Varied
		Insignificant	14	Low	-		Repet.

Personality Needs and Job Adjustment

NO	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
1	Achievement and Job Adjustment	High	3	High	P	Significant	Varied
		Insignificant	5	High	N		Repet.
2	Deference and Job Adjustment	Significant	7	Low	N	Significant	Varied
		High	7	Low	N		Repet.
3	Order and Job Adjustment	Insignificant	1	High	P	Insignificant	Varied
		Insignificant	3	High	P		Repet.
4	Exhibition and Job Adjustment	Insignificant	12	Low		Insignificant	Varied
		High	15	Low	N		Repet.
5	Autonomy and Job Adjustment	Significant	11	Low	N	Significant	Varied
		Insignificant	12	Low	P		Repet.

Varied Job            N = 18            r = Significant level .46  
 Repetitive Job        N = 30            r = Significant level .36

No	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
6	Affiliation and Job Adjustment	Significant	10	Low	P	Significant	Varied
		Insignificant	9	Low	P		Repet.
7	Intracception and Job Adjustment	High	5	High	N	Insignificant	Varied
		Insignificant	6	High	-		Repet.
8	Succorance and Job Adjustment	Insignificant	8	Low	P	Insignificant	Varied
		Insignificant	8	Low	P		Repet.
9	Dominance and Job Adjustment	High	9	Low	N	Insignificant	Varied
		Insignificant	11	Low	N		Repet.
10	Abasement and Job Adjustment	Insignificant	4	High	P	Insignificant	Varied
		Insignificant	4	High	P		Repet.

NO	Variables	"r"	Rank	Preference	P/N	Z significance	Job Group
11	Nurturance and Job Adjustment	High	6	High	P	Insignificant	Varied
		Insignificant	2	High	P		Repet.
12	Change and Job Adjustment	High	13	Low	N	Insignificant	Varied
		Insignificant	10	Low	N		Repet.
13	Endurance and Job Adjustment	Insignificant	2	High	P	Insignificant	Varied
		Insignificant	1	High	N		Repet.
14	Hetero Sexuality and Job Adjustment	Insignificant	15	Low	N	Insignificant	Varied
		Insignificant	13	Low	N		Repet.
15	Aggression and Job Adjustment	Insignificant	14	Low	P	Insignificant	Varied
		Insignificant	14	Low	N		Repet.

G C UNIT

Preference for Personality Needs:

In GC Unit, there is higher preference for Endurance, Achievement, Order, Intraception, Nurturance and Abasement with Repetitive Job Group. While Intraception, Endurance, Order, Achievement, Nurturance, Abasement and Autonomy have been highly preferred by varied Group Now, the pattern of high preference needs is same in these two different job groups except for the need for Intraception and Autonomy. The preference for Intraception is high for both the groups but in Repetitive Job Group it is ranked fourth while in varied Job Group it is ranked first. However, there is not much difference in their mean scores.

However, there is substantial difference for preference for Autonomy. It is highly preferred in varied job Group while preference is low for Repetitive Job Group.

So far low preference for Need is concerned, the Deference, change, Dominance, Succorance, Hetro Sexuality, Affliation, Autonomy, Aggression, Exhibition have been preferred low in Repetitive Job Group while change, Dominance, Hetro-Sexuality, Succorance, Aggression, Deference, Affliation, Exhibition have been preferred low in varied Job Group.

The pattern of low preferred needs is also more or less same with both the job groups except for the need for Deference.

The Deference is ranked seventh with Repetitive Job group while it is ranked thirteenth in varied Job Group.

To conclude, Autonomy and Deference is the only need which substantially differs in terms of rank and mean. Moreover, there is some difference in Mean Score of Achievement, Order, Exhibition, change, Endurance, Aggression.

Degree of Job Involvement, Job Morale and Job Adjustment in two Job Groups:

The Mean score of Repetitive Job Group is higher for Job Involvement, Job Morale and Job Adjustment. than varied Job Group.

However, the difference is relatively higher for Job morale and Job adjustment than Job Involvement.

Job-Personality Needs and Job Involvement:

In Repetitive Job Group, the significant correlation was found between Defference, Order, Exhibition, Dominance, Endurance and Job Involvement. The correlation is negative between Exhibition and Job Involvement. The Negative Correlation between Nurturance and Job involvement is high but not at significant level.

In Varied Job Group, the significant Correlation was found between Achievement and Job Involvement. The Correlation between Deference, Autonomy, change, Hetro Sexuality and Job Involvement comes close to significance.

The significant difference is shown in two correlations in Achievement Order and Exhibition.

However, it must be noted that both the groups have high preference for Achievement and order and minimum preference for the Exhibition. In other words, there does not exist ~~existence~~ any difference in preference of these needs among these two groups. The difference in these two correlations can be attributed to Job as one of the contributing factor.

Job-Personality Needs and Job Morale:

In Repetitive Job Group, the significant correlation has been found between Deference, Intraception and Job Morale. The correlation between Intraception and Job involvement is negative. The correlation between Exhibition, Affiliation and Endurance is high but not at significant level.

While in varied Job Group, there is significant correlation between Affiliation, Intraception, Hetro Sexuality and Job Morale. The Correlation between Intraception, Hetro Sexuality and Job Morale is negative.

The correlation between Achievement, Defference, Autonomy, change is high but not at significant level.

The significant difference in two Correlation is shown between Deference, order, Exhibition, Intraception and Job Morale while the difference in correlation between achievement, Autonomy change and Job Morale is high but not at the significant level.

Here so far preference for need is concerned, both the groups have same preference for order and Exhibition. While Intraception is relatively high preferred by the varied Job Group than the Repetitive Job Group and Deference is highly preferred by the Repetitive group than the varied job group.

The high difference in these two correlations can be attributed to Job as one of the contributing factor.

#### Job Personality Needs and Job Adjustment:

In Repetitive Job group, the significant correlation has been found order and Job adjustment.

The correlation between Defference, Exhibition, Affliation, Endurance and Job Adjustment has been close to significance level.

While in varied Job Group, there is significant correlation between Achievement, Intraception, Hetro Sexuality and Job Adjustment.

The correlation between Defference Autonomy, Affliation and change is high but not significant level.

The significant difference in two correlations of two groups is shown between Defference, order, Autonomy and Intraception and Job Adjustment.

The difference in correlation of change and job adjustment is high but not at significant level.

Here also the preference for order and change is same with both the groups while Intraception and Autonomy is relatively preferred more by varied group. The preference of Repetitive job group is more for Deference. The high difference in these two correlations can be attributed to Job as one of the contributing factor.

Personality Needs and Job Involvement, Job Morale, Job Adjustment:

In GC Unit, Abasement and Aggression are not correlated with Job Involvement, Job Morale and Job Adjustment with either group i.e. Repetitive Group and Varied Group.

On the other hand, Deference is highly of significantly correlated with Job Involvement, Job Morale and Job Adjustment with Repetitive as well as varied group.

Affiliation is highly significantly correlated with Job Morale and Job Adjustment with Repetitive group as well as varied group but is not correlate with job involvement with either of job groups.

Achievement, Autonomy, Change, Hetro Sexuality is highly or significantly correlated with Job Involvement, Job Morale and Job Adjustment with varied group.

Exhibition and Endurance highly or significantly correlated with Job Involvement, Job Morale, Job Adjustment in repetitive Job group.

Order is highly or significantly correlated with Job Involvement and Job Adjustment in repetitive Job Group but is not correlated with Job Morale in either group.

Dominance and Nurturance are highly or significantly one correlated with Job Involvement only with repetitive Job group.

Succorance is highly or significantly correlated with Job Morale only with varied job group.

Intracception is highly or significantly correlated with Job Morale with both the groups. It is correlated with Job Adjustment with varied group. It is not correlated with Job Involvement by either groups.

#### S C UNIT

##### Preference for Personality Needs:

In SC Unit, there is high preference for Endurance, Abasement, Order, Nurturance, Achievement, Intracception, Deference in Repetitive Job Group while order, Endurance, Achievement, Nurturance, Abasement, Deference have been highly preferred by varied Job Group.

The pattern of high preference needs is same in these two different Job Groups.

However, there is reasonable difference in rank and mean scores of Abasement and order. So far, low preference for Need is concerned, the Intraception, Aggression, Dominance, Affiliation, Succorance, Change, Autonomy, Exhibition and Hetro Sexuality have been preferred low in varied Job Group while succorance, Affiliation, Aggression, Dominance, Autonomy, change, Exhibition, Hetro Sexuality have been preferred low in Repetitive Job Group.

The pattern of low preference needs is same. However, there is reasonable difference in ranking of succorance. The Abasement, change, Endurance, Hetro sexuality differ reasonably in terms of mean scores.

Degree of Job Involvement, Job Morale and Job Adjustment in two Job Groups:

The mean scores of Job Involvement, Job Morale and Job Adjustment are close among these two different Job Groups.

Job-Personality Needs and Job Involvement:

In Repetitive Job Group, the significant correlation was found between order and Job Involvement.

While the correlation between Exhibition, Abasement, Nurturance and Job Involvement is high but not at the significant level.

All these correlations are negative.

In varied Job Group, the significant correlation was found between change and job Involvement.

The correlation between Hetro Sexuality and Job Involvement is high but not at the significant level.

The significant difference in two correlations of two job group is in change and Job Involvement.

The difference in two correlations between Order, Affiliation, Job Involvement is high but not at the significant level.

The preference for change is low for both the groups performing different jobs. So is true for order and affiliation. The high difference in these two correlations can be attributed to job as one of the contributing factor.

The Job-Personality Needs and Job Morale:

In repetitive Job Group, the significant correlation was found between Deference, Exhibition and Job Morale.

The correlation between Intraception, Abasement and Job Morale is high but not at the significant level.

In varied Job group, the significant correlation are between Intraception and Job Morale the correlation between Achievement, Deference, Automy, Change and Job Morale is close to significance level. however, correlations are negative between Defference, change and Job Morale.

There is no significant difference in two correlations of two groups with reference to job Morale.

However, the two correlation between Achievement, Exhibition, change and Job Morale differ substantially but not significantly.

The need preference for Achievement, Exhibition and change is more or less same for both the groups.

The high difference in these two correlation can be attributed to job as one of the contributing factor.

#### The Job Personality Needs and Job Adjustment:

In repetitive Job group, the significant correlation was found between Order and Job Adjustment. The correlation between Deference, Exhibition was found to be high but not at the significant level. The correlation between Exhibition and Job adjustment is negative.

In varied Job Group, the significant correlation was found between Deference, Autonomy, Intraception, change and Job Adjustment.

While the correlation between Achievement and Dominance come close to significant level.

The significant difference in two correlation of two Job groups is shown between Achievement and Job Adjustment.

While the difference in two correlations is high but not significant between order, Exhibition and Job Adjustment.

The preference of both the groups for Achievement, Order, Exhibition is high for both the groups.

The high difference in these two correlations can be attributed to Job as one of the contributing factor.

Personality Needs and Job Involvement, Job Morale, Job Adjustment:

In SC Unit Deference is correlated with Job Morale and Job Adjustment with both the job groups. It is not correlated with Job Involvement in either group.

Intracception is highly or significantly correlated with Job Morale with both the groups. It is not correlated with Job Involvement with either group. It is correlated with Job adjustment with varied group only.

Exhibition is highly or significantly correlated with Job Involvement, Job Morale and Job Adjustment in repetitive Job group.

Abasement is highly or significantly correlated with Job Involvement and Job Morale in repetitive Job group and is not correlated with Job Adjustment.

Change is highly or significantly correlated with Job Involvement, Job Morale and Job adjustment in varied Job group.

Achievement and autonomy are highly or significantly correlated with Job Morale and Job Adjustment in varied group, but are highly or significantly not correlated with Job Involvement at all.

Hetro Sexuality is highly or significantly correlated with job involvement with varied Job group.

Dominance is highly or significantly correlated with Job Adjustment with varied group.

Nurturance is highly or significantly correlated with Job Involvement in repetitive Job group.

#### A G UNIT

##### Preference for Personality Needs:

In AG Unit, there is high preference for Endurance, Nurturance, Order, Abasement, Achievement, Intraception in Repetitive Job Group while Order, Endurance, Achievement, Abasement, Intraception, Nurturance have been preferred by the varied Job group.

The pattern of high preference needs is same in these two different Job groups.

However, there is some difference in ranking of Nurturance. So for low preferred needs are concerned, the Defference,

Succorance, Affiliation, Change, Dominance, Autonomy, Hetro Sexuality, Aggression, Exhibition have been low preferred in Repetitive Job Group while Deference, Succorance, Dominance, Affiliation, Autonomy, Exhibition, change, Aggression and Hetro Sexuality have been low preferred by varied Job Group.

The pattern of low preferred needs is same in these two difference job groups.

However, there is difference in the ranking of Exhibition. The Achievement, Order, Exhibition, Intraception, Change, Hetro Sexuality differ in terms of their mean scores in these two different job groups.

The Degree of Job Involvement, Job Morale and Job Adjustment in two Job groups:

The mean score of Job Involvement, Job Morale and Job Adjustment is close between these two different Job Groups. Though the mean score of Repetitive Job Group is relatively higher for Job Adjustment than varied Job Group.

Personality Needs and Job Involvement:

In Repetitive Job Group, the significant correlation has been found between Deference, change and Job Involvement.

The Correlation between Endurance and Job Involvement is high but not at significant level.

The varied Job group, the significant correlation has been found between Achievement, Deference, Dominance and Job Involvement. The Correlation between Affiliation, Nurturance, Hetro Sexuality comes close to significant level.

The significant difference in two correlations of two job groups is shown between Achievement, Deference, Dominance, Endurance, Hetro Sexuality and Job Involvement.

The difference is high but not significant of two correlation of two job groups between Affiliation and Nurturance.

The Need Preference of both the groups performing the different nature of jobs is more or less same, there is some variation in ranking in Nurturance.

The high difference in the two correlations can be attributed to job as one of the contributing factor.

#### Job-Personality Needs and Job Morale:

In Repetitive Job Group, there is no significant correlation between any personality need and job Morale though the correlation between Dominance and Abasement come close to significant level.

In varied Job Group, the significant correlation has been shown between Achievement, Defference, Autonomy Nurturance and Endurance and Job Morale. The correlation between Intraception, comes close to significant level.

The significant difference in two correlations of two job groups is between Achievement, Deferences, Intraception, Endurance and Job Morale.

The difference is high but not at significant level of two correlations between Autonomy, Nurturance and Job Morale.

The Need Preference of both the job groups is same. Except n Nurturance where there is variation in ranking.

The high difference in these two correlations can be attributed to job as one of the contributing factor.

Job-Personality Needs and Job Adjustment:

In Repetitive Job group, the significant correlation has been shown between Defferance and Job Adjustment.

The correlation between Exhibition, Nurturance, is high but not at the significant level.

In varied Job Group, the significant correlation has been obtained between Defference, Autonomy, Affiliation and Job Adjustment.

The correlation between Achievement, Intraception, Dominance, Nurturance, change and Job Adjustment is high but not at the significant level.

The significant difference in two correlation of two job groups has been found between Achievement, Deference, Autonomy, Affiliation and Job Adjustment.

The difference in two correlations has been high but not significant in the case of Intraception, change and job adjustment.

The preference for Needs of both the job groups follow same pattern except in Nurturance where there is reasonable variation in its ranking.

The high difference in these two correlations can be attributed to job as one of the contributing factor.

Personality Needs and Job Involvement, Job Morale and Job Adjustment:

In AG Unit, Deference is highly or significantly correlated with job involvement and Job Adjustment with both the groups.

It is highly or significantly correlated with Job Morale only in varied Job group.

Achievement, Deference, Nurturance and Dominance are highly correlated with Job Involvement, Job Morale and Job Adjustment in varied Job group.

Autonomy is highly correlated with Job Morale and Job Adjustment and Job Morale. It is not highly correlated with Job Involvement in varied Job group.

Affiliation is highly correlated with Job Involvement and Job Adjustment but is not highly correlated with Job Morale in varied job group.

Dominance is highly correlated with Job Morale and Job Adjustment with repetitive Job Group. However relationship is negative.

Exhibition and Nurturance are highly correlated with Job Adjustment in repetitive Job group. However, relationship between Exhibition and Job Adjustment is negative.