

Chapter VII

SUMMARY OF FINDINGS, RECOMMENDATIONS AND CONCLUSION

This chapter is organized by the researcher in the following manner:

1. Findings of the study,
2. Recommendations based on the study,
3. Future research directions, and
4. Conclusion

7.1 FINDINGS OF THE STUDY

The findings of the study are organized in the following manner:

1. Findings related to Demographic Profile of Coaches.
2. Findings related to Adequate and Fair Compensation.
3. Findings related to Safe and Healthy Working Conditions.
4. Findings related to Immediate Opportunity to Use and Develop Human Capacities.
5. Findings related to Opportunity for Continued Growth and Security.
6. Findings related to Social Integration in the Work Organization
7. Findings related to Constitutionalism in the Work Organization.
8. Findings related to Work and Total Life Space.
9. Findings related to Social Relevance of Work Life.

7.1.1 Findings Related to Demographic Profile of Coaches working Government and Private Sector Organizations

The findings related to demographic profile of coaches are listed under the following headlines:

7.1.1.1 Findings related to Coaches working at Government Sector Organizations

1. A majority (88%) of coaches of the SDAT are male.
2. A majority (85%) of coaches of the SAI are male.
3. A majority (89%) of coaches of the Public Sector Undertakings are male.
4. More than half (66%) of coaches of the SDAT belong to the age group of 26-35 years.
5. More than half (60%) of coaches of the SAI belong to the age group of above 40 years.
6. Exactly half (50%) of coaches of the Public Sector Undertakings belong to the age group of 26-35 years.
7. A majority (80%) of coaches of the SDAT are married.
8. All the coaches (100%) of the SAI are married.
9. All the coaches (100%) of the Public Sector Undertakings are married.
10. A majority (37%) of coaches of the SDAT have experience between one year and 5 years.
11. A majority (60%) of coaches of the SAI have experience 10 years and above.
12. Nearly half (47%) of coaches of the Public Sector Undertakings have experience above 10 years.
13. The monthly income of all the coaches of the SDAT is above Rs. 20,000/-
14. The monthly income of all the coaches of the SAI is above Rs. 20,000/-
15. The monthly income of all the coaches of the Public Sector Undertakings is above Rs. 20,000/-.

7.1.1.2 Findings related to Coaches working at Private Sector Organizations

1. A majority (90%) of coaches of the Sports Academies are male.
2. A majority (86%) of coaches of the Sports Clubs are male.
3. A majority (92%) of coaches of the Educational Institutions are male.
4. Nearly half (47%) of coaches of the Sports Academies belong to the age group of 26-35 years.
5. More than half (51%) of coaches of the Sports Clubs belong to the age group of 26-35 years.
6. Nearly half (45%) of coaches of the Educational Institutions belong to the age group of 26-35 years.
7. A majority (89%) of coaches of the Sports Academies are married.
8. A majority (88%) of coaches of the Sports Clubs are married.
9. A majority (92%) of coaches of the Educational Institutions are married.
10. A majority (39%) of coaches of the Sports Academics have experiences 10 years and above.
11. Nearly half (46%) of coaches of the Sports Clubs have experiences one year to 5 years.
12. Exactly (50%) of coaches of the Educational Institutions have experiences one year to 5 years.
13. A majority (78%) of coaches of the Sports Academies belong to the monthly income group of Rs. 15,000 to Rs. 20,000/-
14. A majority (84%) of coaches of the Sports Clubs belong to the monthly income group of Rs. 15,000 to Rs. 20,000/-
15. A majority (80%) of coaches of the Educational Institutions belong to the monthly income group of Rs. 15,000 to Rs. 20,000/-

7.1.2 Findings Related to Adequate and Fair Compensation:

The findings related to adequate and fair compensation of quality of work life are listed under the following headlines:

7.1.2.1 Findings related to Coaches working at different Organizations with regard to Adequate and Fair Compensation

1. There is a significant difference among coaches working at different organizations. Further, it is also observed that the coaches working at public sector undertakings are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at SDAT and Sports Clubs have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.2.2 Findings related to Coaches working at Government Sector Organizations with regard to Adequate and Fair Compensation

1. There is a significant difference among coaches working at government sector organizations. Further, it is also found that the coaches working at public sector undertakings are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at SDAT and SAI have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.2.3 Findings related to Coaches working at Private Sector Organizations with regard to Adequate and Fair Compensation

1. There is a significant difference among coaches working at private sector organizations. Further, it is also found that the coaches working at sports academies are found to be more inclined.

2. The mean difference values reveals that the groups of coaches working at sports academies and sports clubs have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.2.4 Findings related to Coaches working at Government and Private Sector Organizations with regard to Adequate and Fair Compensation

1. There is a significant difference among coaches working at government and private sector organizations. Further, it is also observed that the coaches working at government sector organizations are more inclined.

7.1.2.5 Findings related to Demographic Variables of Coaches working at Government and Private Sector Organizations with regard to Adequate and Fair Compensation

1. There is no significant difference between the gender of coaches working at government and private sector organizations.
2. There is no significant difference between the various age groups of coaches working at government and private sector organizations.
- 3.. There is no significant difference between the marital status of coaches working at government and private sector organizations.
4. There is a significant difference between the various experience levels of coaches working at government sector organizations. Further, it is observed that coaches belong to 1 to 5 years experience levels have more inclined.
5. There is a significant difference between the various experience levels of coaches working at private sector organizations. Further, it is also observed that coaches belong to below one year experience levels have more inclined.
6. There is no significant difference between the monthly income of coaches working at government and private sector organizations.

7.1.3 Findings Related to Safe and Healthy Working Conditions:

The findings related to safe and healthy working conditions of quality of work life are listed under the following headlines:

7.1.3.1 Findings related to Coaches working at different Organizations with regard to Safe and Healthy Working Conditions

1. There is a significant difference among coaches working at different organizations. Further, it is observed that the coaches working at public sector undertakings and sports academies are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at SDAT and Educational Institutions have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.3.2 Findings related to Coaches working at Government Sector Organizations with regard to Safe and Healthy Working Conditions

1. There is a significant difference among coaches working at government sector organizations. Further, it is also found that the coaches working at public sector undertakings are found to be more inclined.
2. The mean difference values reveals that the groups of coaches working at SDAT & SAI and SAI and Public Sector Undertakings have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.3.3 Findings related to Coaches working at Private Sector Organizations with regard to Safe and Healthy Working Conditions

1. There is a significant difference among coaches working at private sector organizations. Further, it is also found that the coaches working at sports academies are found to be more inclined.

2. The mean difference values reveals that the groups of coaches working at sports academies & educational institutions and sports academies & sports clubs have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.3.4 Findings related to Coaches working at Government and Private Sector Organizations with regard to Safe and Healthy Working Conditions

1. There is a significant difference among coaches working at government and private sector organizations. Further, it is also observed that the coaches working at government sector organizations are more inclined.

7.1.3.5 Findings related to Demographic Variables of Coaches working at Government and Private Sector Organizations with regard to Safe and Healthy Working Conditions

1. There is no significant difference between the gender of coaches working at government and private sector organizations.
2. There is a significant difference between gender of coaches working at private sector organizations. Further, it is also observed that male coaches are more inclined than female coaches.
3. There is a significant difference between the various age groups of coaches working at government sector organizations. It is observed that the coaches belong to the age group of 25 to 30 years are found to be more inclined.
4. There is no significant difference between the various age groups of coaches working at private sector organizations.
5. There is no significant difference between the marital status of coaches working at government sector organizations.

6. There is a significant difference between the marital status of coaches working at private sector organizations. Further, it is found that unmarried coaches are more inclined than married coaches.
7. There is no significant difference between the various experience levels of coaches working at government and private sector organizations.
8. There is no significant difference between the monthly income of coaches working at government and private sector organizations.

7.1.4 Findings Related to Immediate Opportunity to Use and Develop Human Capacities

The findings related to immediate opportunity to use and develop human capacities of quality of work life are listed under the following headlines:

7.1.3.1 Findings related to Coaches working at different Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

1. There is a significant difference among coaches working at different organizations. Further, it is observed that the coaches working at public sector undertakings and sports academies are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at SDAT and Educational Institutions have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.3.2 Findings related to Coaches working at Government Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

1. There is a significant difference among coaches working at government sector organizations. Further, it is also found that the coaches working at public sector undertakings are found to be more inclined.

2. The mean difference values reveals that the groups of coaches working at SDAT & SAI and SAI and Public Sector Undertakings have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.3.3 Findings related to Coaches working at Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

1. There is a significant difference among coaches working at private sector organizations. Further, it is also found that the coaches working at sports academies are found to be more inclined.
2. The mean difference values reveals that the groups of coaches working at sports academies & educational institutions and sports academies & sports clubs have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.3.4 Findings related to Coaches working at Government and Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

1. There is a significant difference among coaches working at government and private sector organizations. Further, it is also observed that the coaches working at government sector organizations are more inclined.

7.1.3.5 Findings related to the Demographic Variables of Coaches working at Government and Private Sector Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities

1. There is no significant difference between the gender of coaches working at government and private sector organizations.
2. There is a significant difference between the role of various age groups of coaches working at government sector organizations. It is observed that the coaches belong to the age group of 25 to 30 years are found to be more inclined.

3. There is no significant difference between the various age groups of coaches working at private sector organizations.
4. There is no significant difference between the marital status of coaches working at government and private sector organizations.
5. There is no significant difference between the various experience levels of coaches working at government and private sector organizations.
6. There is no significant difference between the monthly income of coaches working at government sector organizations.
7. There is a significant difference between the monthly income of coaches working at private sector organizations. Further, it is found that coaches have monthly income up to Rs. 15,000 are more inclined.

7.1.5 Findings Related to Opportunity for Continued Growth and Security:

The findings related to opportunity for continued growth and security of quality of work life are listed under the following headlines:

7.1.5.1 Findings related to Coaches working at different Organizations with regard to Opportunity for Continued Growth and Security

1. There is a significant difference among coaches working at different organizations. Further, it is observed that the coaches working at SDAT and public sector undertakings are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at public sector undertakings and sports academies have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.5.2 Findings related to Coaches working at Government Sector Organizations with regard to Opportunity for Continued Growth and Security

1. There is a significant difference among coaches working at government sector organizations. Further, it is found that the coaches working at SDAT and public sector undertakings are found to be more inclined.
2. The mean difference values reveals that the groups of coaches working at SAI & Public Sector Undertakings and SDAT & SAI have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.5.3 Findings related to Coaches working at Private Sector Organizations with regard to Opportunity for Continued Growth and Security

1. There is no significant difference among coaches working at private sector organizations.

7.1.5.4 Findings related to Coaches working at Government and Private Sector Organizations with regard to Opportunity for Continued Growth and Security

1. There is a significant difference among coaches working at government and private sector organizations. Further, it is observed that the coaches working at government sector organizations are more inclined.

7.1.5.5 Findings related to the Demographic Variables of Coaches working at Government and Private Sector Organizations with regard to Opportunity for Continued Growth and Security

1. There is no significant difference between the gender of coaches working at government and private sector organizations.
2. There is a significant difference between the various age groups of coaches working at government sector organizations. It is observed that the coaches belong to the age group of 25 to 30 years are found to be more inclined.

3. There is a significant difference between the various age of coaches working at private sector organizations. It is also found that the coaches belong to the age group of 25 to 30 years are found to be more inclined.
4. There is no significant difference between the marital status of coaches working at government and private sector organizations.
5. There is no significant difference between the various experience levels of coaches working at government and private sector organizations.
6. There is no significant difference between the monthly income of coaches working at government and private sector organizations.

7.1.6 Findings Related to Social Integration in the Work Organization:

The findings related to social integration in the work organization of quality of work life are listed under the following headlines:

7.1.6.1 Findings related to Coaches working at different Organizations with regard to Social Integration in the Work Organization

1. There is a significant difference among coaches working at different organizations. Further, it is observed that the coaches working at public sector undertakings and SDAT are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at SDAT and sports clubs have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.6.2 Findings related to Coaches working at Government Sector Organizations with regard to Social Integration in Work Organization

1. There is a significant difference among coaches working at government sector organizations. Further, it is found that the coaches working at public sector undertakings and SDAT are found to be more inclined.

2. The mean difference values reveals that the groups of coaches working at SDAT & SAI and SAI & Public Sector Undertakings have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.6.3 Findings related to Coaches working at Private Sector Organizations with regard to Social Integration in the Work Organization

1. There is no significant difference among coaches working at private sector organizations.

7.1.6.4 Findings related to Coaches working at Government and Private Sector Organizations with regard to Social Integration in the Work Organization

1. There is a significant difference among coaches working at government and private sector organizations. Further, it is observed that the coaches working at government sector organizations are more inclined.

7.1.6.5 Findings related to Demographic Variables of Gender of Coaches working at Government and Private Sector Organizations with regard to Social Integration in the Work Organization

1. There is no significant difference between the gender of coaches working at government and private sector organizations.
2. There is no significant difference between the role of various age groups of coaches working at government and private sector organizations.
3. There is no significant difference between the marital status of coaches working at government sector organizations.
4. There is a significant difference between the marital status of coaches working at private sector organizations. It is found that unmarried coaches are more inclined than married coaches.
5. There is no significant difference between the various experience levels of coaches working at government and private sector organizations.

6. There is no significant difference between the monthly income of coaches working at government and private sector organizations.

7.1.7 Findings Related to Constitutionalism in the Work Organization:

The findings related to constitutionalism in the work organization of quality of work life are listed under the following headlines:

7.1.7.1 Findings related to Coaches working at different Organizations with regard to Constitutionalism in the Work Organization

1. There is a significant difference among coaches working at different organizations. Further, it is observed that the coaches working at SDAT and public sector undertakings are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at SDAT and sports clubs have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.7.2 Findings related to Coaches working at Government Sector Organizations with regard to Constitutionalism in the Work Organization

1. There is a significant difference among coaches working at government sector organizations. Further, it is found that the coaches working at SDAT and public sector undertakings are found to be more inclined.
2. The mean difference values reveals that the groups of coaches working at SAI & Public Sector Undertakings and SDAT & SAI have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.7.3 Findings related to Coaches working at Private Sector Organizations with regard to Constitutionalism in the Work Organization

1. There is no significant difference among coaches working at private sector organizations.

7.1.7.4 Findings related to Coaches working at Government and Private Sector Organizations with regard to Constitutionalism in the Work Organization

1. There is a significant difference among coaches working at government and private sector organizations. Further, it is observed that the coaches working at government sector organizations are more inclined.

7.1.7.5 Findings related to Demographic Variables of Coaches working at Government and Private Sector Organizations with regard to Constitutionalism in the Work Organization

1. There is no significant difference between the gender of coaches working at government and private sector organizations.
2. There is no significant difference between the role of various age groups of coaches working at government and private sector organizations.
3. There is no significant difference between the marital status of coaches working at government and private sector organizations.
4. There is no significant difference between the various experience levels of coaches working at government and private sector organizations.
5. There is no significant difference between the monthly income of coaches working at government and private sector organizations.

7.1.8 Findings Related to Work and Total Life Space:

The findings related to work and total life space of quality of work life are listed under the following headlines:

7.1.8.1 Findings related to Coaches working at different Organizations with regard to Work and Total Life Space

1. There is a significant difference among coaches working at different organizations. Further, it is observed that the coaches working at public sector undertakings and SDAT are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at public sector undertakings & educational institutions and SDAT & educational institutions have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.8.2 Findings related to Coaches working at Government Sector Organizations with regard to Work and Total Life Space

1. There is a significant difference among coaches working at government sector organizations. Further, it is found that the coaches working at public sector undertakings and SDAT are found to be more inclined.
2. The mean difference values reveals that the groups of coaches working at SAI & Public Sector Undertakings and SDAT & SAI have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.8.3 Findings related to Coaches working at Private Sector Organizations with regard to Work and Total Life Space

1. There is no significant difference among coaches working at private sector organizations.

7.1.8.4 Findings related to Coaches working at Government and Private Sector Organizations with regard to Work and Total Life Space

1. There is a significant difference among coaches working at government and private sector organizations. Further, it is observed that the coaches working at government sector organizations are more inclined.

7.1.8.5 Findings related to Demographic Variables of Coaches working at Government and Private Sector Organizations with regard to Work and Total Life Space

1. There is no significant difference between the gender of coaches working at government and private sector organizations.
2. There is a significant difference between the role of various age groups of coaches working at government sector organizations. It is observed that the coaches belong to the age group of 31 to 40 years are found to be more inclined.
3. There is no significant difference between the role of various age groups of coaches working at private sector organizations.
4. There is no significant difference between the marital status of coaches working at government and private sector organizations.
5. There is no significant difference between the various experience levels of coaches working at government and private sector organizations.
6. There is no significant difference between the monthly income of coaches working at government sector organizations.
7. There is a significant difference between the monthly income of coaches working at private sector organizations. It is found that coaches have above Rs. 20,000 monthly income are more inclined than other groups.

7.1.9 Findings Related to Social Relevance of Work Life:

The findings related to social relevance of work life of quality of work life are listed under the following headlines:

7.1.9.1 Findings related to Coaches working at different Organizations with regard to Social Relevance of Work Life

1. There is a significant difference among coaches working at different organizations. Further, it is observed that the coaches working at SAI and sports academies are found to be more inclined.
2. The mean difference values between the groups of coaches reveals that the coaches working at SAI & public sector undertakings and sports academies & public sector undertakings have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.9.2 Findings related to Coaches working at Government Sector Organizations with regard to Social Relevance of Work Life

1. There is a significant difference among coaches working at government sector organizations. Further, it is found that the coaches working at SAI are found to be more inclined.
2. The mean difference values reveals that the groups of coaches working at SAI & Public Sector Undertakings and SDAT & SAI have high satisfaction level and other groups of coaches have low satisfaction level.

7.1.9.3 Findings related to Coaches working at Private Sector Organizations with regard to Social Relevance of Work Life

1. There is no significant difference among coaches working at private sector organizations.

7.1.9.4 Findings related to Coaches working at Government and Private Sector Organizations with regard to Social Relevance of Work Life

1. There is a significant difference among coaches working at government and private sector organizations. Further, it is observed that the coaches working at government sector organizations are more inclined.

7.1.9.5 Findings related to the Demographic Variables of Coaches working at Government and Private Sector Organizations with regard to Social Relevance of Work Life

1. There is no significant difference between the gender of coaches working at government organizations.
2. There is a significant difference between the gender of coaches working at private sector organizations. Further, it is found that male coaches are more inclined than female coaches.
3. There is no significant difference between the role of various age groups of coaches working at government and private sector organizations.
4. There is no significant difference between the marital status of coaches working at government and private sector organizations.
5. There is no significant difference between the various experience levels of coaches working at government and private sector organizations.
6. There is no significant difference between the monthly income of coaches working at government and private sector organizations.

Table 7.1

Findings related to Coaches' Opinion with regard to different Dimensions of Quality of Work Life

S.No	Organizations	QUALITY OF WORK LIFE DIMENSTIONS							
		D1	D2	D3	D4	D5	D6	D7	D8
1.	All Organizations	High at PSUs	High at PSUs and Sports Academies	High at SDAT	High at SDAT	High at PSUs	High at SDAT	High at PSUs	High at SAI
2.	Government Sector Organizations	High at PSUs	High at PSUs	High at SDAT	High at SDAT	High at PSUs	High at SDAT	High at PSUs	High at SAI
3.	Private Sector Organizations	High at Sports Academies	High at Sports Academies	Same level exists	Same level exists	High at Ednl. Instt.	Same level exists	Same level exists	Same level exists
4.	Government & Private Sector Organizations	High at Govt. Sector	High at Govt. Sector	High at Govt. Sector	High at Govt. Sector	High at Govt. Sector	High at Govt. Sector	High at Govt. Sector	High at Govt. Sector

D1 Adequate and Fair Compensation

D2 Safe and Healthy Working Conditions

D3 Immediate Opportunity to Use and Develop Human Capacities

D4 Opportunity for Continued Growth and Security

D5 Social Integration in the Work Organization

D6 Constitutionalism in the Work Organization

D7 Work and Total Life Space

D8 Social Relevance of Work Life

SDAT : Sports Development Authority of Tamil Nadu

SAI : Sports Authority of India

PSUs : Public Sector Undertakings

Table 7.2

**Role of Demographic Profiles of Coaches Working at Government Sector Organizations
with regard to different Dimensions of Quality of Work Life**

Sl.No.	QWL Dimensions	Gender	Age	Marital Status	Experience	Monthly Income
1.	Adequate and Fair Compensation	Same level exists	Same at all age groups	Same level Exists	High among 1-5 years group	-
2.	Safe and Healthy Working Conditions	Same level exists	High among 25-30 years	Same level exists	Same level exists	-
3.	Immediate Opportunity to Use and Develop Human Capacities	Same level exists	Same level exists	Same level exists	Same level exists	-
4.	Opportunity for Continued Growth and Security	Same level exists	High among 25-30 years groups	Same level exists	Same level exists	-
5.	Social Integration in the Work Organization	Same level exists	Same level exists	Same level exists	Same level exists	-
6.	Constitutionalism in the Work Organization	Same level exists	Same level exists	Same level exists	Same level exists	-
7.	Work and Total Life Space	Same level exists	High among 25-30 years groups	Same level exists	High among 1-5 years	-
8.	Social Relevance of Work Life	Same level exists	High among 25-30 years groups	Same level exists	High among 1-5 years	-

Table 7.3
Role of Demographic Profiles of Coaches Working at Private Sector Organizations
with regard to different Dimensions of Quality of Work Life

Sl.No.	QWL Dimensions	Gender	Age	Marital Status	Experience	Monthly Income
1.	Adequate and Fair Compensation	Same level exists	Same level exists	Same level exists	High among below 1 year group	Same level exists
2.	Safe and Healthy Working Conditions	High among male	Same level exists	High among Unmarried	Same level exists	Same level exists
3.	Immediate Opportunity to Use and Develop Human Capacities	Same level exists	Same level exists	Same level exists	Same level exists	High among upto Rs 15,000 monthly income groups
4.	Opportunity for Continued Growth and Security	Same level exists	High among 25-30 years groups	Same level exists	Same level exists	Same level exists
5.	Social Integration in the Work Organization	Same level Exists	Same level exists	High among Unmarried	Same level exists	Same level exists
6.	Constitutionalism in the Work Organization	Same level exists	Same level exists	Same level exists	Same level exists	Same level exists
7.	Work and Total Life Space	Same level exists	Same level exists	Same level exists	Same level exists	High among above Rs 20,000 monthly income groups
8.	Social Relevance of Work Life	High among male	Same level exists	Same level exists	Same level exists	Same level exists

7.2 RECOMMENDATIONS BASED ON THE STUDY

The following are the recommendations given by the researcher for the study organizations on the basis of study findings:

7.2.1 Recommendations for the Study Organizations with regard to Adequate and Fair Compensation:

The following are the recommendations given by the researcher for the study organizations for improving adequate and fair compensation in order to develop the quality of work life among sports coaches.

1. It is identified from the analysis that among all the study organizations, the coaches working in Sports Clubs have low satisfaction level towards adequate and fair compensation. Hence, it is recommended that the Sports Clubs may consider for providing better compensation for their coaches to improve their quality of work life which will motivate the coaches to perform effectively.
2. It is found from the analysis that among the government sector organizations, the coaches working in Sports Authority of India (SAI) have low satisfaction level with regard to adequate and fair compensation. Therefore, it is recommended that these coaches may be given better compensation to make them satisfy and perform well.
3. It is observed from the analysis among private sector organizations that the coaches working at Sports Clubs have low satisfaction level with regard to adequate and fair compensation. Hence, it is recommended that the coaches working in Sports Clubs may be considered for better compensation for their coaches to improve their quality of work life, through which the organizations can expect better performances from the coaches.
4. It is revealed from the analysis that the coaches working at private sector organizations, in general, have low satisfaction level towards adequate and fair

compensation comparing to government sector organizations. Therefore, it is recommended that private sector organizations have to take efforts to enhance the compensation given to the coaches so as to make them satisfied.

5. It is known from the analysis that the coaches working at both the government sector and private sector organizations having 6-10 years of experience are not satisfied with the existing compensation pattern. Therefore, it is recommended that both the government sector and private sector organizations have to evolve suitable compensation strategies to enhance the existing compensation pattern to the experience of coaches in the organization so as to enable them work happily and thereby perform effectively.

7.2.2 Recommendations for the Study Organizations with regard to Safe and Healthy Working Conditions

The following are the recommendations given by the researcher for the study organizations for improving safe and healthy working conditions in order to develop the quality of work life among sports coaches.

1. It is revealed from the analysis among all the study organizations that the coaches working in Sports Clubs have low satisfaction level towards safe and healthy working conditions. Hence, it is recommended that the Sports Clubs may take necessary efforts to fulfill the requirements of their coaches towards safe and healthy working conditions to improve their quality of work life.
2. It is observed from the analysis that among the government sector organizations, the coaches working in Sports Authority of India (SAI) have low satisfaction level towards safe and healthy working conditions. Thus, it is recommended that the Sports Authority of India may take necessary efforts to provide safe and healthy working conditions to develop their coaches quality of work life.

3. It is noted from the analysis that among private sector organizations, the coaches working in educational institutions have low satisfaction level with respect to safe and healthy working conditions. Hence, it is recommended that the coaches working in educational institutions may be provided with safe and healthy working conditions.
4. It is known from the analysis that the coaches working at private sector organizations, in general, have low satisfaction level with regard to safe and healthy working conditions comparing to government sector organizations. Therefore, it is recommended that the private sector organizations may take necessary steps to provide safe and healthy working conditions to their coaches to make them comfortable in the working place..
5. It is found from the analysis that among the government sector organizations, the coaches belong to age group of 40 years and above have low satisfaction level with regard to safe and healthy working conditions. Hence, it is recommended that the government sector organizations may take necessary efforts to provide safe and healthy working conditions to make feel comfortable in the working place
6. It is observed from the analysis that among the private sector organizations, both female coaches and married coaches have low satisfaction level with regard to safe and healthy working condtions. Hence, it is recommended that private sector organizations may provide safe and healthy workings conditions to their female coaches and married coaches to make them comfortable.

7.2.3 Recommendations for the Study Organizations with regard to Immediate Opportunity to Use and Develop Human Capacities:

The following are the recommendations given by the researcher for the study organizations with regard to immediate opportunity to use and develop human capacities for improving their coaches' quality of work life

1. It is identified from the analysis that among all the study organizations, the coaches working in Sports Authority of India have low satisfaction level towards immediate opportunity to use and develop human capacities. Hence, it is recommended that Sports Authority of India may consider for giving better opportunities to their coaches to develop human capacities.
2. It is found from the analysis that among the government sector organizations, the coaches working in Sports Authority of India (SAI) have low satisfaction level with regard to immediate opportunity to use and develop human capacities. Therefore, it is recommended that the Sports Authority of India may consider for providing better opportunities to their coaches to develop human capacities.
3. It is revealed from the analysis that the coaches working at private sector organizations, in general, have low satisfaction level towards immediate opportunity to use and develop human capacities comparing to government sector organizations. Accordingly, it is recommended that private sector organizations may take efforts to provide better opportunities to their coaches to develop human capacities.

4. It is evident from the analysis that among the government sector organizations, the coaches belong to the age group of 40 years and above have low satisfaction level with regard to immediate opportunity to use and develop human capacities. Hence, it is recommended that government sector organizations may provide better opportunities to coaches belong to this age group to develop human capacities.
5. It is observed from the analysis that among the private sector organizations, the coaches having monthly income of Rs. 20,000 and above have low satisfaction level immediate opportunity to use and develop human capacities. Therefore, it is recommended that these coaches may be provided with better opportunities to use and develop their human capacities.

7.2.4 Recommendations for the Study Organizations with regard to Opportunity for Continued Growth and Security:

The following are the recommendations given by the researcher for the study organizations with regard to opportunity for continued growth and security for improving their coaches' quality of work life.

1. It is known from the analysis that among all the study organizations, the coaches working in Sports Academies have low satisfaction level with respect to opportunity for continued growth and security. Hence, it is recommended that the Sports Academies may provide the opportunities to their coaches for the continued growth and security in their professional carrier.
2. It is revealed from the analysis that, among the government sector organizations, the coaches working at Sports Authority of India have low satisfaction level opportunity for continued growth and security. Therefore, it is recommended that these coaches of SAI may be provided with better opportunities for continued growth and security in their professional carrier.

3. It is observed from the analysis that the coaches working at private sector organizations, in general, have low satisfaction level towards opportunity for continued growth and security comparing to government sector organizations. Hence, it is recommended that private sector organizations may consider and take efforts to provide better opportunities to their coaches for development continued growth and security in their professional carrier.
4. It is found from the analysis that the coaches workings at government sector organizations belong to the age group of 40 years and above the coaches working at private sector organizations belong to age group of 31 to 40 years have low satisfaction level opportunity for continued growth and security. Hence, it is recommended that the coaches belong to these age groups may be given opportunities for continued growth and security.

7.2.5 Recommendations for the Study Organizations with regard to Social Integration in the Work Organization:

The following are the recommendations given by the researcher for the study organizations with regard to social integration in the work organization for improving their coaches' quality of work life.

1. It is observed from the analysis that among all the study organizations, the coaches working in Sports Academies have low satisfaction level with regard to social integration in the work organization. Hence, it is recommended that the Sports Academies may provide opportunities to their coaches to involve them in the social integration in the work organizations so as to enable them to realize the social values.

2. It is revealed from the analysis that, among the government sector organizations, the coaches working at Sports Authority of India have low satisfaction level with regard social integration in the work organization. Therefore, it is recommended that these coaches may be provided better opportunities to coaches to involve them in the social integration process of the work organizations.
3. It is identified from the analysis that the coaches working at private sector organizations, in general, have low satisfaction level with regard to social integration in the work organization comparing to government sector organizations. Therefore, it is recommended that private sector organizations may take necessary steps to give importance to social integrations in the work organization to the coaches to make them comfortable in the organization.
4. It is found from the analysis that the female coaches working at private sector organizations have low satisfaction level with regard to social integration in the work organization. Hence, it is recommended that the female coaches may be considered for being involved in the social integration process of the work organization to make them satisfied.

7.2.6 Recommendations for the Study Organizations with regard to Constitutionalism in the work Organization:

The following are the recommendations given by the researcher for the study organizations with regard to constitutionalism in the work organization for improving their coaches' quality of work life.

1. It is revealed from the analysis that among all the study organizations, the coaches working in Sports Clubs have low satisfaction level with regard to constitutionalism in the work organization. Hence, it is recommended that the

Sports Clubs may provide opportunities to their coaches towards constitutionalism in the work organization.

2. It is identified from the analysis that, among the government sector organizations, the coaches working at Sports Authority of India have low satisfaction level with regard to constitutionalism in the work organization. Therefore, it is recommended that these coaches may be provided better opportunities to develop constitutionalism in the work organization.
3. It is seen from the analysis that the coaches working at private sector organizations, in general, have low satisfaction level with regard to constitutionalism in the work organization comparing to government sector organizations. Therefore, it is recommended that private sector organizations may take necessary steps to provide constitutionalism in the work organization to their coaches to make them comfortable in the working place.

7.2.7 Recommendations for the Study Organizations with regard to Work and Total Life Space:

The following are the recommendations given by the researcher for the study organizations with regard to work and total life space for improving their coaches' quality of work life.

1. It is observed from the analysis that among all the study organizations, the coaches working in Educational Institutions have low satisfaction level with regard to work and total life space. Hence, it is recommended that the Educational Institutions may provide opportunities to their coaches towards work and total life space.

2. It is identified from the analysis that, among the government sector organizations, the coaches working at Sports Authority of India have low satisfaction level with regard to work and total life space. Therefore, it is recommended that these coaches may be provided better opportunities with regard to work and total life space.
3. It is revealed from the analysis that the coaches working at private sector organizations, in general, have low satisfaction level with regard to work and total life space comparing to government sector organizations. Therefore, it is recommended that private sector organizations may take necessary steps to provide opportunities to their coaches to make them comfortable towards work and total life space.
4. It is found from the analysis that among the government sector organization, the coaches belong to age of 40 years and above the coaches having experience 10 years and above have low satisfaction level towards work and total life space. Hence, it is recommended that government sector organizations may consider good opportunities to these coaches belong to age of 40 years and having experience 10 years and above towards work and total life space.
5. It is known from the analysis that among the private sector organizations, the coaches having monthly income upto Rs. 20,000 have low satisfaction level with respect to work and total life space. Hence, it is recommended that the private sector organizations may take necessary efforts to provide better opportunities to these coaches to develop towards work and total life space.

7.2.8 Recommendations for the Study Organizations with regard to Social Relevance of Work Life:

The following are the recommendations given by the researcher for the study organizations with regard to social relevance of work life for improving their coaches' quality of work life.

1. It is identified from the analysis that among all the study organization, the coaches working in Sports Authority of India have low satisfaction level towards social relevance of work life. Hence, it is recommended that the Sports Authority of India may take efforts to improve the quality of work life among coaches through social relevance of work life.
2. It is revealed from the analysis that, among the government sector organizations, the coaches working at Sports Authority of India have low satisfaction level with regard to social relevance of work life. Thus, it is recommended that these coaches may be provided better opportunities with regard to social relevance of work life.
3. It is observed from the analysis that the coaches working at private sector organizations, in general, have low satisfaction level with regard to social relevance of work life comparing to government sector organizations. Therefore, it is recommended that private sector organizations may take necessary steps to provide opportunities to the coaches to make them comfortable towards social relevance of work life.
4. It is found from the analysis that the female coaches working at private sector organizations have low satisfaction level with respect to social relevance of work life. Hence, it is recommended that private sector organizations may provide better opportunities to female coaches to develop social relevance of work life.

7.3 FUTURE RESEARCH DIRECTIONS

The research may be extended in the following directions:

1. Study may be conducted on coaches at National level.
2. Study may be conducted on coaches working for a particular game/sports at National level.
3. A comparative study may be conducted on male coaches in Government and Private sector organizations.
5. A comparative study may be conducted on female coaches in Government and Private sector organizations.
6. A similar study may be conducted on Work Life Balance among coaches working at different organizations.

7.4 CONCLUSION

This study has been conducted to carry out an extensive research in Tamil Nadu to find out the level of quality of work life among the sports coaches working for various organizations. Five objectives have been set for the study and nine hypotheses have been formulated in order to achieve these objectives.

The sample size determined for the study was 240 sports coaches working in Tamil Nadu were selected and Convenience Sampling Method was used in order to identify the sports coaches for the purpose of data collection.

The questionnaire used in this study was Quality of Work Life Questionnaire constructed by Walton (1975) and standardized by the authors concerned by statistically proving the validity, reliability and objectivity of the questionnaire. The data were collected from the respondents using the structured questionnaires and they were tabulated for statistical analysis.

To test the significance of the mean difference among the coaches, one way analysis of variance (ANOVA) was used. In case of any significance of mean difference on the criterion measure, to find out which pair of group was better among the others, the Scheffe's post - hoc test was applied. To test the obtained results on variables, level of significance 0.05 was chosen and considered as sufficient for the study.

The data analysis and interpretations were elaborately discussed in the analysis part of the thesis and the findings were complied logically based on the analysis.

It is sure that the recommendations given for the study organizations in Tamil Nadu would be very much useful to them for the improvement of quality of work life of their coaches. Of course, this research work, no doubt, would also be of immense help to budding researchers in this area or related areas for enriching their expertise in their academic fields.