



A STUDY ON JOB INVOLVEMENT BASED ON EDUCATION OF THE EMPLOYEES OF PUBLIC ENTERPRISES

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Abstract

Job involvement is important in present scenario. Less involvement leads to negative impact of the organization. So the organization need a employees involved to do their job then only to attain the goals and performance of the organization. The organization always highlights the involvement of the employees in their obligation to do their job. This study to know the level of job involvement of the employees and demographics profile significantly difference with the job involvement factors of Psychological Identification, Team Work, Aspiration, Self Esteem and Detachment. Descriptive study was adapted in this research. Data analysis was done through statistical tool to ensure goodness of data and significance of results. This research results showed job involvement was significantly difference with job involvement factors. The research concluded that job involvement level in the organization is moderate range of the employees.

Keywords: Job Involvement, Education, Public Enterprises.

Introduction

The concept of job involvement has long been researched in field of psychology. There are numerous examples of terms that have been used by researchers and theorists to describe job involvement. These included attitudes or orientations towards work in general and attitudes or orientations towards One's present job.

According to Kanungo (1982), job involvement could be viewed as a cognitive state of psychological identification either in the context of a particular job or with work in general. The psychological identification with a particular job or work in general depended on the relatively important need in both intrinsic and extrinsic and the individual perception about the need-satisfying potentialities of the job (Kanungo, 1982). Den Hartog and Koopman (2005) mentioned that employees whom felt good about their job would exert more effort to keep the satisfying jobs and would increase employee's willingness to invest more effort and enthusiasm on the job. Hence, every organization should develop the job involvement of their employees by creating good work conditions, developing the organizational commitment and good interpersonal relationship.

Review of Literature

Robinson & Shaver (1973) shows that the job involvement as the degree to which the employees of an organization are willing to work. Accordingly, individuals willing to work hard are said to be highly job involved, whereas individuals without the willingness are considered lowly job involved.

Lodahl & Kejner (1965, p. 24), explained that the job involvement as "the degree to which a person is identified psychologically with his work, or the importance of work in his total self- image". They added that where there is high degree of identification with work, the internalization of value judgments about the goodness or importance of work serves as a psychological surrogate for the goodness of the individual performing the work.

Lawler & Hall, (1970, p. 310) in their study, described that job involvement as "the extent to which a person's total work situation is an important part of his life". Kanungo (1979) viewed job involvement as a cognitive state of psychological identification with the job and depends on the degree to which the job is perceived to meet one's salient needs. Joshi (1998) interpreted job involvement as the salience work has on an individual's personal image.

Research Methods

The study is descriptive in nature.

Objectives of the Study

1. To know the job involvement level of public sector employees
2. To identify the influence of Education on job involvement.

Sample Design: the employees from the public sector are considered as the sample population.

Sample Size: The sample size is 937 respondents



Sampling Technique: Stratified sampling in probability sampling.

Tools for Data Collection: The data was collected from the employees of Public sectors through questionnaires.

Tools for Data Analysis

- Level test and Frequency Distribution of job involvement
- ANOVA.

Results and Discussion

Reliability Measures

The reliability of overall organizational commitment was computed by using SPSS software. Cronbach’s alpha reliability coefficient was computed to calculate reliability of all items in the questionnaire. The reliability of the questionnaire was found to be 0.853. So the statements in the questionnaire were treated as reliable statements. And also ANOVA table was done with the help of SPSS software.

Table3.1 shows the Employees Education Background

Education	Frequency
10th & 12th	83
ITI	340
diploma	354
degree	85
post graduate	75
Total	937

Table3.2 shows that Job Involvement Frequency level

Range	Frequency	Percentage
Lowest	170	18.1
Low	426	45.5
Average	193	20.6
High	67	7.2
Highest	81	8.6
Total	937	100.0

Source: Primary data

The above table reveals that the results of job involvement level of the respondents respect to overall job involvement. The levels split in five ranges each range consist to carry 20%. They categorized in highest, high, average, low, lowest. Total 937 respondents out of 81 (8.6%) of the respondent comes under highest level of organizational health and 87 score. Followed by 67 (7.2%) of the respondent comes under high level and 73 score. considered the range of average leads to 193 (20.6%) and 59 score of the respondent. Compare to low and lowest ranges leads to 426 and 170 (45% and 18%) of the respondent.

ANOVA

Table 3.3 Represents the Educational Qualification of the Respondents and Job Involvement Dimensions

Factor	Education	MEAN	S.D	F	P
Psychological identification	10th &	1.80	0.206	122.90 8	<0.001 **
	ITI	1.76	0.372		
	diploma	2.43	1.006		
	degree	2.71	0.894		
	post	3.71	0.979		
	Total	2.26	0.944		
Team Work	10th &	3.42	0.986	13.100	<0.001 **
	ITI	3.48	1.000		
	diploma	3.68	0.963		
	degree	3.90	0.802		



	post	4.24	0.595		
	Total	3.65	0.966		
Aspiration	10th &	1.74	0.184	83.624	<0.001 **
	ITI	1.74	0.369		
	diploma	2.21	1.058		
	degree	2.30	1.068		
	post	3.60	1.186		
	Total	2.12	0.967		
Self Esteem	10th &	2.26	0.712	166.33 5	<0.001 **
	ITI	2.33	1.025		
	diploma	3.62	0.857		
	degree	4.10	0.835		
	post	4.19	0.563		
	Total	3.12	1.163		
Detachment	10th &	1.98	0.246	62.372	<0.001 **
	ITI	1.98	0.452		
	diploma	2.27	0.988		
	degree	2.31	1.012		
	post	3.56	1.125		
	Total	2.24	0.900		

Source : primary data

Hypothesis: There is no significance difference among Educational Qualification and job involvement factors.

ANOVA test indicates that the mean score for the job involvement dimension on educational qualification of the respondent's .When considering the variables of psychological identification, post graduate employees consist of (3.71), maximum mean value and S.D (0.979), the minimum mean value (1.76) and S.D (0.372) on ITI employees. When compares the educational qualification of the respondents. Team work inferred that the post graduate respondents consist of (4.24), maximum mean value, and S.D (0.595). The minimum mean value consist of (3.42) and S.D (0.986) of 10 &12th employees. When compares the educational qualification of the respondents. Followed by the aspiration employed that the post graduate respondents consist of (43.60), maximum mean value, and S.D (0.186). Respect to the minimum mean value (1.74) and S.D (0.369) of ITI employees. When compares the educational qualification of the respondents.

Considered to the self esteem employed that the post graduate respondents consist of (4.19) maximum mean value and S.D (0.563). The minimum average means value (2.26) and S.D (0.0.712) of 10&12themployees. When compares the educational qualification of the respondents. Exhibited by the detachment belonging that the bachelor degree respondents consist of (3.56) maximum mean value and S.D (1.125). Respect to the minimum average mean value (2.27) and S.D (0.988) of ITI employees. When compares the educational qualification of the respondents. There is a significance difference at 1% level. Since, the null hypothesis is accepted with regard to the dimensions of Psychological Identification, Team Work, Aspiration, Self Esteem and Detachment.

Conclusion

Educational qualification significantly difference with Job involvement factors of the employees. The educational qualification is important to joining the organization. Job involvement is an important factor to decide the employee's satisfaction towards their job. Employees once adapt the policy as well as environmental conditions of the organization automatically to involved to their job its impact over to improve the job performance and attain the goals of the organization.

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