

A Study on Job Involvement among Government and Private College Professors

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Abstract: Job involvement is the degree to which a person identifies with his or her job, actively participates in it and considers his or her perceived performance level important to self-worth (Blau and Boal, 1987).

Aim: To determine the job involvement among government and private college professors.

Methods: The population included in the study was government and private college professors. Purposive sampling method was used. Tool used in the study was Job Involvement Scale (JIS) developed by Santosh Dhar and Upinder Dhar (2001). The data was subjected to statistical analysis - Mean, SD's and t-test and percentage analysis.

Results: The finding of this study reveal that there is a significant difference in the levels of job involvement and the domain identification with the job between government and private college professors. And there is no significant difference in the domain job centrality between government and private college professors.
Conclusion: Reason why professors are involved more towards private sector may be due to the credibility of their job in terms of the name of the particular institution and its reputation in the society when compared to government colleges that are commonly known for its job instability, lack on incentives other than monetary benefits and so on.

Keywords: Job-Involvement, Identification with the Job, Job Centrality, Government and Private College Professors.

I. INTRODUCTION

According to Lawler (1970), a job-involved person is “one who is affected very much personally by his whole job situation, presumably because he perceives his job as an important part of his self-concept and perhaps as a place to satisfy his important needs”. The cause of job involvement shows that almost all researchers consider intrinsic-need satisfaction as the necessary condition for job involvement.

Definition of Job-Involvement:

Job involvement is the degree to which a person identifies with his or her job, actively participates in it and considers his or her perceived performance level important to self-worth (Blau and Boal, 1987).

Identification with the job

A job involved persons develop more sense of responsibility and identification with their jobs. They conceptualize themselves to a greater degree as persons primarily in terms of work role (Dhar and Dhar, 2001).

Job centrality

According to Lawler (1970), job involvement as an intrinsic drive motivates individuals to perform better and they perceive their job to be more centrally valued and satisfying.

Review of literature

Study conducted on the topic, “Job stress, job involvement, job satisfaction of male and female primary school teachers among public and private school” shows that the public school teacher job stress was high and significantly negatively associated with job involvement. Job involvement and job satisfaction were highly significantly negative partial correlation between private and public school teacher on job involvement (Bhatt, 1997). A study on “job satisfaction, job involvement and work involvement of industrial employees” revealed that the result did not yield significant relationship between employees work involvement and job satisfaction (Joshi, 1999).

Need of the study:

Job involvement is an essential factor for teaching effectiveness and also college improvement. Level of involvement is very essential for the achievement of educational goals.

- Provide an insight and understanding of the teacher’s job involvement of the government and private college professors and the ways to enhance them.
- Provide an opportunity for researchers to investigate the levels and dimensions that contribute to job involvement.
- The finding of this study will helps to develop and arrive at new and more considered ways of enhancing employee’s job involvement and its benefits.

II. RESEARCH METHODOLOGY

Aim of the study:

The aim of the study was to determine the levels of job involvement among government and private college professors.

Objective of the study:

- To compare the level of job involvement and its dimensions among government and private college professors.

Hypothesis:

- There will be no significant difference in the levels of job involvement among government and private college professors.
- There will be no significant difference in the levels of identification with the job among government and private college professors.
- There will be no significant difference in the levels of job centrality among government and private college professors.

Sample:

The sample consists of 151 college professors, with the proportion of 71 government and 80 private college professors. The sampling method chosen for this study is the non-probability sampling method of purposive sampling.

Inclusion Criteria:

- Both male and female working staffs can participate.
- No age preferences.
- Respondents who are comfortable with the English language.
- Those who have willingness to participate.

Exclusion Criteria:

- Individual with any physical deformities.
- Respondents who are not comfortable with the English language.
- Those who are unwilling to participate.

Tool used:

➤ **Job Involvement Scale (JIS):** The scale was developed by Santosh Dhar and Upinder Dhar (2001). The job involvement is measured as 2 dimensions – identification with the job and job centrality. This questionnaire consists of 10 questions, having reliability of 0.71 and high level of face and content validity i.e. 0.83.

Procedure for data collection:

The questionnaire method of data collection was employed to complete the survey. At first, the samples were asked to fill the personal and socio-demographic information. Then, the questionnaire was handed over to the individual and the instructions were given. And then, the test was conducted. The collected responses were scored based on the scoring key.

Statistical Analysis:

The data was subjected to statistical analysis - Mean, SD's and t-test and percentage analysis. Analysis of data was done using Microsoft Office Excel 2007 and SPSS.

III. RESULT AND DISCUSSION

This presents the statistical analysis of the data obtained for this investigation and interpretation thereof. The results of this analysis are shown in different tables which are as follows.

TABLE I: SHOWING THE MEAN, SD AND t-SCORE FOR JOB INVOLVEMENT SCALE

Variables	N		Mean		SD		t-Value
	Gov	Pvt	Gov	Pvt	Gov	Pvt	
Job involvement	71	80	43.58	45.01	4.45	3.86	2.1*

Gov – Government; **Pvt** – Private; * - Significant at .05 level.

Table I shows that, the calculated t-value is 2.1 which is significant at 0.05 levels. Hence, there is a significant difference in the levels of job involvement between government and private college professors.

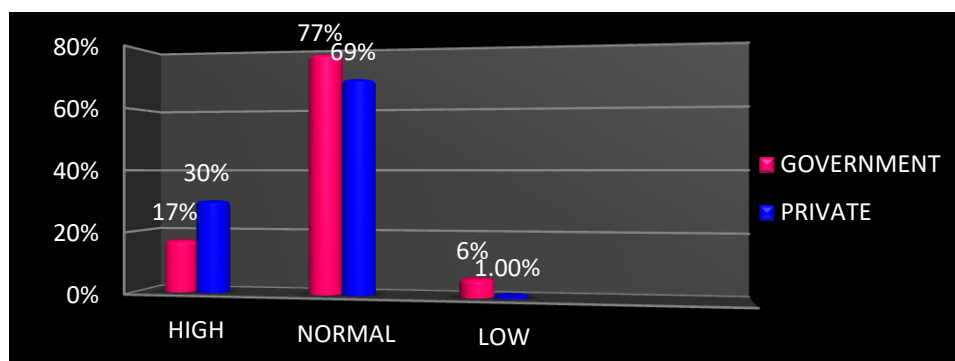
**Fig.1 illustrates the differences in levels of job involvement between government and private college professors.**

Figure 1 indicates that when compared to government college professors, private college professors are highly involved with their job. Private college professors may be motivated by motivational factors such as achievement in work, recognition, promotion opportunities. This difference indicates that private college professors exhibited high job involvement. This may be due to better organizational climate (Dr. Purna Puri & Dr. Nidhi Saxena, 2015).

TABLE II: SHOWING THE MEAN, SD AND t-SCORE FOR THE DIMENSIONS OF JOB INVOLVEMENT SCALE

Variables	N		Mean		SD		t-Value
	Gov	Pvt	Gov	Pvt	Gov	Pvt	
Identification with the Job	71	80	26.07	27	2.95	2.41	2.09*
Job Centrality	71	80	17.5	18.01	1.78	1.71	1.77 ^{NS}

Gov – Government; **Pvt** – Private; ^{NS} – Not Significant at .05 levels; * - Significant at .05 level.

Table II indicate that the calculated t-Value of identification with the job is 2.09, which is significant at .05 level. Hence, there is a significant difference in the levels of identification with the job between government and private college professors. Also, it is seen that there is no significant difference in job centrality between government and private college professors.

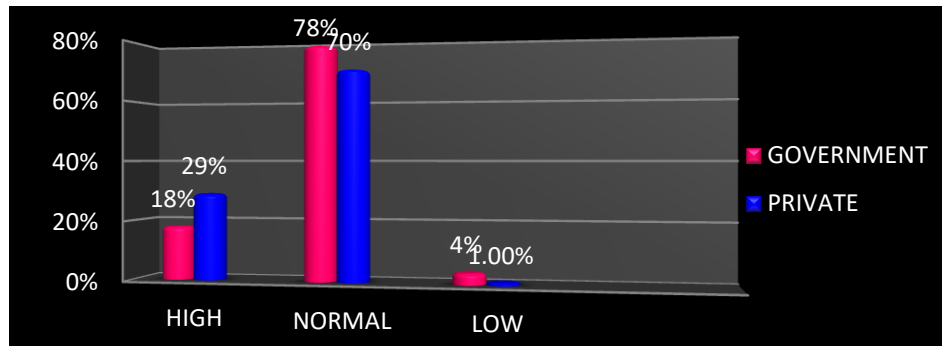


Fig.2 illustrates the differences in levels of identification with the job between government and private college professors.

Figure 2 indicates that when compared to government college professors, private college professors are highly identified with their job. Since only a few numbers of both government and private college professors are not identified with their job. So, it seems that most of the private college professors recognize them by their profession.

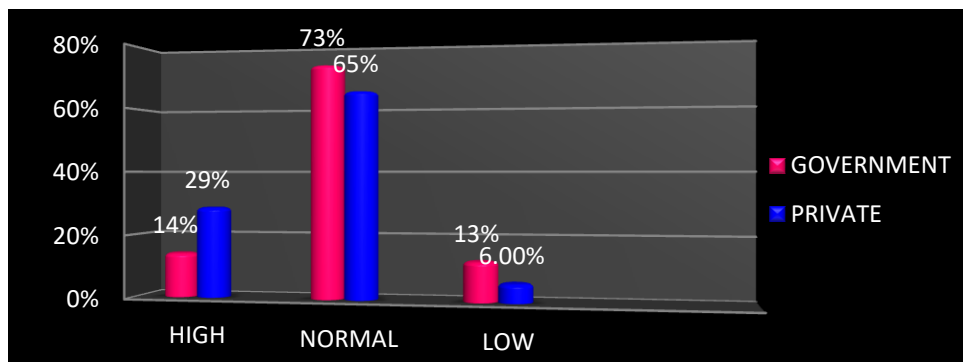


Fig.3 illustrates the differences in levels of job centrality between government and private college professors.

From figure 3 it was also revealed that maximum professors found to have moderate job centrality. So, it seems that both the government and private college professors can add value to their profession by enabling it to differentiate itself from competitors who do not offer the same experience.

Findings of the study:

On the basis of analysis and interpretation of data, it has been observed that

- There is a significant difference in the levels of job involvement and the domain identification with the job between government and private college professors.
- There is no significant difference in the domain job centrality between government and private college professors.

IV. CONCLUSION

The study implies that, the reason why professors are involved more towards private sector may be due to the credibility of their job in terms of the name of the particular institution and its reputation in the society when compared to government colleges that are commonly known for its job instability, lack on incentives other than monetary benefits and so on. Further those factors are better implemented in government sector jobs, may be in the future, professors may be encouraged better to work in government colleges.

Suggestions for further studies:

The further findings can be also be done based on identifying the levels of job involvement between government and private college professors in terms of salary, identifying the gender differences in levels of job involvement and identifying the levels of job involvement between government and private college professors in terms of experience.

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