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## A study of job involvement among senior secondary school teachers

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### Abstract

Teachers form the nucleus of any system of education. They are one of the main pillars of the society responsible for educating young people of different walks of life. The statement that no system of education can raise the level of its teachers, that no programme of educational reforms can be implemented without the willing and active cooperation of teacher holds true. Teaching is an extraordinary complex activity involving a range of skills, perception, attitudes, involvement, knowledge and sensitivity. In order to make the organisation successful, teacher should have a sense of job involvement. Job involvement is a significant job related behaviour. It shows the degree to which an individual is personally involved with his job. If the teachers are highly involved towards their job, they can produce good results in their professional life. They won't show truancy, absenteeism and lack of duties towards their organisation. While on the other hand, the teachers who have low level of job involvement leads to low productivity in the academic work which may adversely affect the students and consequently the society. The research has been conducted to study the job involvement of senior secondary school teachers.

**Keywords:** job involvement, senior secondary, teachers

### Introduction

Job involvement is an employee's job related significant behaviour. It shows the degree to which an individual is personally involved with his job. The credit of introducing the concept of job involvement goes to Lodahl and Kejner in 1965. He defined job involvement as the psychological identification of an individual with the work which influences his/ her self-esteem. Later on, this concept was further elaborated by Kanaungo (as cited in Ho, 2006). He made out certain changes in the earlier concept. He conceptualised that job involvement is the individual belief towards his or her present job. He also stated that job involvement acts as stimulant which gratifies the individual's present needs. In addition, he also clarified the difference between job and work. He stated that job is an individual's current job and work whereas work is work in general. It can be said that Job involvement is the degree to which employees submerge themselves in their jobs, devote time and energy in them, and consider work as a central part of their overall lives. Job involvement has been variously defined.

**Dubin (1956)** conceptualized "job involvement as the degree to which the total job situation is a "central life interest", that is, the degree to which it is perceived to be a major source for the satisfaction of important needs."<sup>1</sup>

**Lawyer &Hall (1970)** said "It is the degree to which one is actively participating in one's job and the degree of importance of one's job to one's self- image".<sup>2</sup>

**Pathak, R.D (1983)** said "It is the degree to which an employee identifies with his job, actively participates in it, and considers his job performance important to his self-worth. It may be influenced by the level of satisfaction of one's need be that intrinsic or extrinsic."<sup>3</sup>

<sup>1</sup> Mehta S. Job involvement among working woman. Zenith- International Journal of Multidisciplinary Research. 2011; 1(2):114. Retrieved from

<http://www.zenithresearch.org.in/images/stories/pdf/2011/June/9%20sandhya%20job%20involvement.pdf>

<sup>2</sup> Gilkar NA, Darji JA. Job involvement-Sense of participation-Job satisfaction: A triangular framework IOSR Journal of Business and management (IOSR-JBM).2013; 6(6):41-47. Retrieved from <http://iosrjournals.org/iosr-jbm/papers/Vol6-issue6/E0664147.pdf>

<sup>3</sup> Lodhal. Determinants of job Involvement and Job satisfaction among teaching professionals. Global Journal of Management and Business Research. 1965; 10(5):64-73. Retrieved from <http://www.journalofbusiness.org/index.php/GJMBR/article/view/206>

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Keeping in view the above definitions, it can be said that job involvement is one's motivational orientation to the job in which they are engaged. An individual having high involvement would consider their work to be a very important part of their lives and their happiness depend how they perform on their jobs. Those people who are high in job involvement truly care for and are concerned about their work.

### Features of job involvement as a trait

1. Job involvement is a cognitive state of psychological identification with the job.
2. Job involvement is an individualistic situation and vary person to person.
3. Satisfying job experiences increases job involvement.
4. Job Involvement influences both the individual and the organisation.
5. Job involvement shows the psychological attachment of the person with the job.
6. Job involvement contributes to the motivational sphere of human resources.
7. Job involvement enhances individual's organisational performance.
8. Low level of job involvement leads to low productivity.
9. Job involvement indicates of quality of work life.
10. Job involvement keeps the individual motivated.

Teachers form an important component of the overall education system and the success and failure of a system to a great extent depends on the quality of the teacher. Our ancient education system is said to be excellent because of teachers like Rishi Vashist, Rishi Sandipini, Maharishi Vishvamitra, Maharishi Valmiki, Acharya Chanakya etc who all still hold high respect in our society.

As far as school teachers are concerned, they play a significant role in the personality and career development of their students. Directly & indirectly teacher's personality affects the personality and growth of students. The examples set by them have long lasting effect on their students, they pick up the way of life, their teachers reflect through their behavioural expression. Teaching is a responsible job and teacher is the key person on whom the future of children and mankind depends. This means that a tremendous responsibility rests upon the teacher.

Teachers with high level of job involvement tend to be satisfied with their jobs and highly committed to their organization. A teacher success in the educational process depends upon job involvement. Such teachers rarely think about changing employees. A teacher who has job involvement will not show insincerity in his task.

### Need and significance of the study

Teachers are considered to be one of the pillars of the society and the edifice of any education system. The teacher gives training to the immature mind of the youth. Teacher treats and moulds the immature minds into various forms. Teacher quality can affect the quality of school and education. Involvement of the teacher in the school activities affects the overall performance of the school and the students. Thus Job involvement is an essential factor for teaching effectiveness and also school improvement. Level of involvement is very essential for the achievement of educational goals. If the teacher is highly job involved, he will actively involve in the

academic activities of the school. Teachers with high level of job involvement tend to be satisfied with their jobs and highly committed to their organization. A teacher success in the educational process depends upon job involvement. A teacher who has job involvement will not show insincerity in his task. Thus job involvement plays a very important part in moulding behaviour in any organisation. It has been seen by reviewing literature that some researchers have studied job involvement of university teachers i.e Ishwara, P., (2010) <sup>[5]</sup>, Kiyani, A. Haroon, M. Khattak, M.A, Liagat, A.S, Bukhari, SJA & Rabia., (2010) <sup>[6]</sup>, Azeem, S.M.(2010) <sup>[11]</sup> Cherain, J. & Victor, R. (2012) <sup>[4]</sup> studied job involvement of university teachers but the researcher found that very few studies have been done on job involvement of senior secondary school teachers i.e Bhattacharya, S. & Mukharjee, M. (2011) <sup>[3]</sup>, Sivasakthi Rajajmmal, T. And Muthumanickam, R.(2012) <sup>[9]</sup>. So the researcher found it useful to study the job involvement of teachers teaching senior secondary classes.

### Statement of the Problem

A study of job involvement among school teachers.

### Objectives of the study

1. To study the job involvement of teachers with reference to their gender (male and female).
2. To study the job involvement of teachers with reference to type of school (government and private).
3. To study the job involvement of teachers with reference to their subject stream (arts, science and commerce).

### Hypotheses

1. There is no significant difference in the job-involvement of male and female senior secondary school teachers.
2. There is no significant difference in the job involvement of government and private senior secondary school teachers.
3. There is no significant difference in the job involvement of senior secondary school teachers of arts, science and commerce stream.

### Operational Definitions of the term

**Job Involvement:** In the present study, 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.

**Type of school:** In the present study, type of schools refers to government schools and private schools. Government schools are those which are run by Central Government and State Government of Uttarakhand whereas, private schools are those which are run by individuals, society and private organisations.

**Subject stream:** In the present study, subject stream refers to the subjects related to arts, science and commerce streams in the senior secondary level.

### Sample

In the present study, the sample of the study consisted of senior secondary school teachers of Tehri district of Garhwal Mandal of Uttarakhand state which included teachers of 4 Government schools and 4 Private schools

**Sample distribution**

**Table 1**

S. N	Type of School	No. of schools	Subject stream				Number of teachers		
			Arts	Science	Commerce	Total	Male	Female	Total
1	Government school	4	16	12	12	40	18	22	40
2	Private school	4	13	12	9	34	16	18	34
			29	24	21	74	34	40	74

**Tool Used in the Study**

To measure the job involvement of school teachers, standardised job involvement scale (JIS) developed by Santosh Dhar, and Upinder Dhar was used. This questionnaire consists of 10 questions, having reliability of 0.71 and high level of face and content validity i.e. 0.83

**Sources of Data**

Teachers teaching to senior secondary classes of Government school and private school were sources of Data.

**Nature of Data**

In the present study nature of data was quantitative

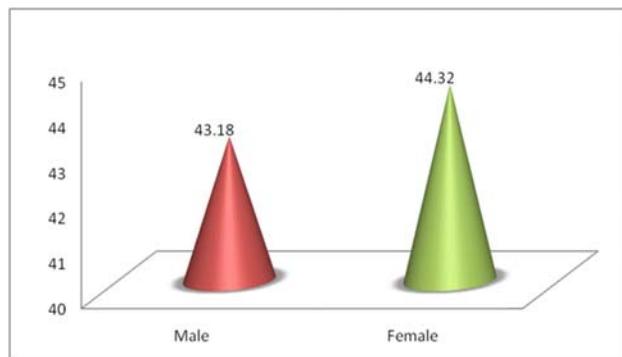
**Statistical Techniques**

To analyse the raw scores of Job involvement, Mean, SD's and t-test and % were used.

**Analysis of Data**

**Table 2:** Mean & significance level of Job Involvement of Male and female teachers

S.N.	Gender	N	Mean	S.D.	t- value	Level of Significance
1	Male	34	43.18	5.573	0.924	Insignificant
2	Female	40	44.32	5.025		



**Graph 2**

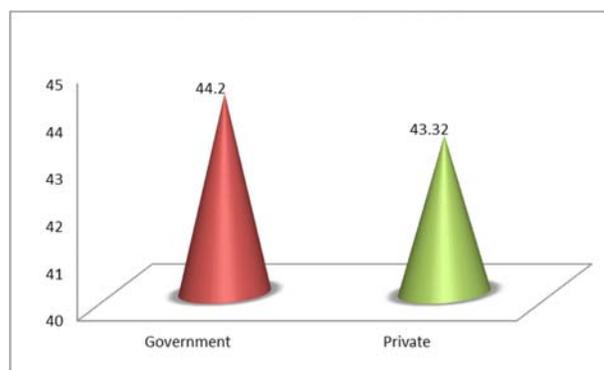
From table 1, it was observed that mean score of male teachers is 43.18 while mean score of female teachers is 44.32. It is observed that sd of male and female teachers is almost similar. Calculated t value is .924 which is not significant at .01 and .05 level. Thus hypothesis (H0-1) is accepted that there is no significant difference in the job involvement of male and female senior secondary school teachers.

**Hypothesis -1:** There is no significant difference in the job involvement of male and female senior secondary school teachers.

**Result:** Hypothesis 1 is accepted. It means that job involvement of senior secondary school teachers do not differ in relation to gender.

**Table 3:** Mean & significance level of job involvement of Govt and Pvt schools

S.N.	Type of School	N	Mean	S.D.	t- value	Level of Significance
1	Government	40	44.20	4.328	0.698	Insignificant
2	Private	34	43.32	6.251		



**Graph 2**

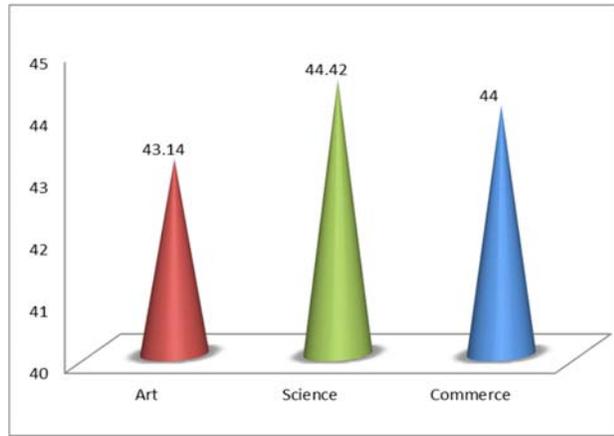
From table 3, it was observed that mean score of Job involvement of Govt. school and Pvt. School teachers is 44.2 and 43.32 respectively. It is observed that sd of Pvt. school teachers is higher than Govt. school teachers. Calculated t value is .698 which is not significant at .01 and .05 level. Thus hypothesis 2 is accepted that there is no significant difference in the job involvement of Govt. and Pvt. School teachers.

**Hypothesis 2.** There is no significant difference in the job involvement of Govt. and Pvt. school teachers/

**Result:** This hypothesis is accepted. It means that job involvement of senior secondary teachers does not differ in relation to type of school.

**Table 4:** Mean & significance level of job involvement of Arts, science and commerce stream

S.N.	Stream	N	Mean	S.D.	t- value	Level of Significance
1	Art	29	43.14	5.598	0.867	Insignificant
2	Science	24	44.42	5.124		
1	Science	24	44.42	5.124	0.271	Insignificant
2	Commerce	21	44.00	5.148		
1	Art	29	43.14	5.598	0.563	Insignificant
2	Commerce	21	44.00	5.148		



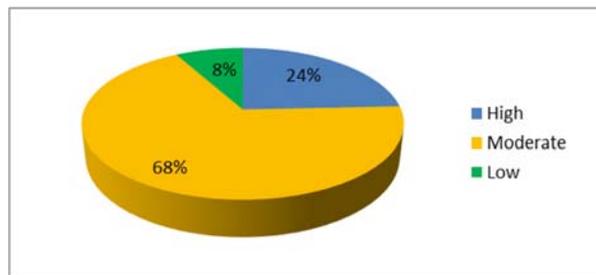
Graph 3

Table 4. Shows that the mean score of job involvement of teachers of Arts, science and commerce stream are 43.14, 44.42 and 44.00 respectively. From the above data, it is pertinent that the teachers of science stream have slightly higher mean than teachers of Arts and commerce stream.

**Result** Thus hypothesis 3 is accepted because there is no significant difference in job involvement of Arts and science teachers and Arts and commerce teacher and science and commerce teachers.

**Table 5:** Different levels of Job Involvement of senior secondary school teachers

Levels of js	Total No of Teachers	Percentage
High	18	24%
Moderate	50	68%
Low	6	8%
Total	74	100 %



Pie Chart

**Major findings**

Table 5 and pie chart describe the different levels of job involvement. 24% of teachers showed high level of job involvement, 68% of teachers displayed moderate level of job involvement while on the other hand only 8% teachers depicted low level of job involvement.

**Findings**

1. On the basis of analysis and interpretation of data, it has been observed that government school teachers and private school teachers had the same level of job involvement this is because government school teachers and private school teachers are under the same pressure to produce good result.
2. There was no significant gender difference in the job involvement of teachers.

3. It was also observed that Arts, Science and Commerce teachers were not found to be different in their job involvement.
4. It was revealed through the study that maximum teachers found to have Moderate job involvement.

**Educational Implications**

Teacher is the most important person for the all-round development of students. Job involvement of the teacher is an important factor for classroom effectiveness and also school improvement. At the time of recruitment, teachers may be assessed on the basis of their job involvement. So that maximum output can be taken from the teachers. The researcher has found that job involvement of teachers is a necessary trait which helps to increase the overall performance of teachers and consequently students. If the teacher has high level of job involvement, he will be able to translate his knowledge and skill to the students in the classroom effectively.

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