

Perception of Job Involvement in Different Professions

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The aim of the present study is to assess the relationship and difference across four different professionals- Teachers, Doctors, Engineers and Nurses in terms of perception of Job Involvement. The sample consisted 400 subjects, equally divided in to males and females into the four professions. Kanungo's (1982) Scale of Job Involvement Is administered to measure job involvement. Results revealed that a significant difference was obtained across the four professional groups Teachers, Doctors, Engineers and Nurses regarding job involvement. The Engineers showed the highest job involvement amongst all the four professional groups while the Teachers showed the least amount of job involvement across the four professional groups. A positive and significant correlation between Income and Job Involvement was obtained for Teachers, Doctors and Engineers while it was not significant for Nurses. Positive but non-significant correlation was obtained between Tenure and Job Involvement for all the four professional groups.

Keywords: Doctors, Engineers, Job Involvement, Nurses, Teachers

Introduction

The most important need of an organization is to achieve the effective utilization of the resources that the organization has caught and its disposal. Men, money and material has been classified as the principal resources for all these three resources, the most important source which need to be taken care of properly in handling its workforce that is MAN.

For the success of any organization, job involvement is of vital importance. The workers who are satisfied and highly involved are the biggest assist to an organization where the uninvolved and dissatisfied workers are the biggest liabilities. The organization cannot achieve its goals and targets unless its workers who constitute the organization are involved in their job. Job involvement plays an important role for the happiness and prosperity of the individuals and the organization that has employed them.

Today the human factor in industry is being increasingly recognized and occupies the central place in industrial research. Personal and social cavities influence his job performance in many different ways and in turn his job influences his personal and social life in many respects. The creative pleasure which the workers derive from his work, the satisfaction he gets from his achievements and the fulfillment of both his immediate and remote personal and social needs are a part of the labour's stake in industry.

According to Harrell (1964), job involvement is derived from and caused by many different factors broadly they can be decided into-

1. Personal factor: age, sex number of dependents, time of job, intelligence education and personality.
2. Factor inherited in the job: type of job, skills, status, geography and size of organization.
3. Factors controlled by management: security, pay, opportunity for advancement, co- workers, working conditions, responsibility and supervisor.

In the recent year the concept of job involvement has gained much importance both theoretically and empirically. Many different terms have been used to describe job involvement, such as Central-life, interest, work role involvement, ego involvement, morale and intrinsic motivation etc.

Job involvement and the process of ego involvement in work has been a concern from both sociologists such as Hughes (1946) and Dubin (1958, 1961), and psychologists such as Mc. Gregor (1960), Allport (1947) and Maurer (1972).

Occupational choices are the inevitable aspects of social life, which have important consequences for the individuals who make them. They provide considerable latitude of choice for a typical person entering the labour market. The forty of more hours a week span on the job represents over the course of a working lifetime, a tremendous investment that may reap rich rewards or may produce intense dissatisfaction. Furthermore, the effects of occupational choices are not restricted to the work situation but often influences where and how the person will spend his non-working hours. A need was felt to investigate whether income and tenure have

an impact on job involvement amongst four professional groups of Teachers, Doctors, Engineers and Nurses.

Review of Literature

The concept of job involvement was first introduced by Lodahl and Kejiner (1965). They related the job involvement to the psychological identification of an individual with the work or importance of work in the individual's self-image. It has a direct correlation with job satisfaction and also influences the work performance, sense of achievement and unexplained absenteeism (Robinowitz and Hall, 1977). However, there is a significant difference in the level and extent of job involvement in different types of work (Tang, 2000). Job involvement is the way a person looks at his job as a relationship with the working environment and the job itself. How job involvement generates feelings of alienation of purpose, alienation in the organization or feeling of separation between life and job as perceived by an employee. This creates correlation between job involvement and work alienation (Rabinowitz and Hall, 1981). Kalpana (2013) highly committed academicians would make a positive contribution to their respective institutions and may lead to increase the effectiveness of the educational institutions and also analyzed the significant relationship between job satisfaction and job involvement along with special reference to women faculties of engineering colleges. Highly committed academicians would make a positive contribution to their respective institutions and may lead to increase the effectiveness of the educational institutions. Thus, institutions which seek to retain their faculties by building strong job involvement and average committed faculties are in a better position to reap the benefits of a more dedicated, motivated, and reliable teaching staff. Kalpana (2014) studied Job Involvement factor has an effective influence on organizational commitment. Highly Involvement faculties would make a positive contribution to their respective institutions and may lead to increase the effectiveness of the educational institutions. Kundu (2015) research findings show that there is no significant difference in the job involvement among male and female. Murugesan & Kannan (2016) revealed that the mean score of the male executives (86.88) with regard to job involvement is higher than the female employees (83.70). However, the male and female executives do not differ with regard to job involvement ($t = 1.809$ $P > 0.05$ Not sig.) Zaraket (2017) results show a significant relation between age and job involvement, whereas gender, salary, and Educational level bear no relation to job involvement. Shaikh & Nataraj (2018) there is no significant difference in the job involvement of male and female teachers. There is no significant difference in the job involvement of government and private teachers. Bodiwala & Chaithani (2020) there was no significant difference between the mean score of male and female teachers' relation to their job involvement. It indicates that male teachers do not differ in their job involvement as compared to female teachers. It means male and female teachers are having same job involvement. The studies of Gopinath & Kalpana (2020) revealed that job satisfaction and job involvement are depending each other, one may not exist without other. Further, the studies of Gopinath (2020 d) have also establishing the association of job involvement with organizational Commitment.

Objectives

The present investigation the following objective was formulated-

1. To study significant differences across the four different professional Teachers, Doctors, Engineers and Nurses regarding perception of Job Involvement.
2. To study the relationship of Income and Tenure with Job Involvement.

Hypothesis

Basis of literature review following hypothesis was formulated on the basis of objective of the present study-

1. There would be significant differences across the four professional groups of Teachers, Doctors, Engineers and Nurses regarding Job Involvement.
2. There would be positive correlation between Income and Job Involvement for the entire four professionals group: Teachers, Doctors, Engineers and Nurses.
3. There would be positive correlation between Tenure and Job Involvement for all the four professionals group: Teachers, Doctors, Engineers and Nurses.

Research methodology

Considering the basic purpose of this particular study and the various assumptions formulated out of the major concepts a concrete logical and objective method was adopted.

The Variables

Independent Variables Income and tenure are the independent variable of the present study

Dependent Variable In the present study job involvement is the dependent variable.

Sample The sample comprised different professions Doctors, Teachers, Engineers and Nurses making the strength of total 400 subjects. Out of the total sample, 200 subjects were male and 200 female. In order to match the group design each gender sample of 200 was further divided into samples of 50 each with respect to the four professions. Out of the 200 male samples there were 50 doctors, 50 teachers, 50 engineers and 50 nurses. Similarly in the female section there were 50 subjects belonging to each of the respective professions were chosen as samples. In the Teacher sample, the female group had a mean age of 42 years whereas the male group had 45 years. In the Doctor sample, the male sample had a mean age of 41 years as compared to their counterpart female having 43 years. The female group of Engineers was found to be having an average age of 40 years whereas the male engineers had 41 years. Among the nurses group of subjects the female section was having 38 years of mean age and the male nurses were taken into account the mean age was 42 years.

Research Tools

Job involvement scale This scale is based on Kanungo's (1982) study. Kanungo's(1982) designed a scale of job involvement in an attempt to develop scale items that reflect an individual cognitive state of psychological identification with a specific job. The question as items reflects cognitive involvement of the individual towards his job. This item was thoroughly judged and compiled by 10 graduate students after an extensive research of the existing measures of involvement and alienation in both the psychological and sociological literature. Much of the item content of the scale is based on Koshal and Kenner (1965) measures for job involvement.

Reliability and Validity The internal consistency coefficient of the job involvement scale was found to be 0.87. Test retest reliability based on the data from 83 respondents was found to be 0.85. The convergent and discriminant validity of the job involvement measure was tested by comparing the median value of the off diagonal correlations among scale items. This showed a satisfactory discriminant and convergent validity. Item analysis of the job involvement scale revised a high inter item correlation, ranging from 0.74 to 0.79. The mean of the item ranges from 2.18 to 4.03. The SD for the item lies between 1.35 to 1.48. The item's total correlation lies between 0.59 to 0.74.

Scoring The subjects were asked to respond on a 5 point scale response format ranging from strongly disagree (given a score of 1) to strongly agree (given a score of 5). The maximum and the minimum score of the scale would be 45 and 9 respectively.

Procedure of data collection As per aim and the objective of the study the present research had a sample of 400 personnel selected with the help of additional sampling techniques all the selected person belong to four different professions teachers, doctors, engineers and nurses working as a salaried class in one or the other government organization.

Statistical analysis and results

Table:1 Percentage of individuals on Job Involvement against the four professional groups

Professions	Job involvement		
	High (scores 34-46)	Average (scores 21-33)	Low (scores 09-20)
Teachers	26%	48%	26%
Doctors	56%	23%	21%
Engineers	84%	24%	12%
Nurses	35%	45%	20%

Table:2 Percentage of male and female on Job Involvement against the professional groups

Professions	Job involvement					
	Female			Male		
	High	Average	Low	High	Average	Low
Teachers	22%	54%	24%	30%	42%	28%
Doctors	60%	24%	16%	52%	22%	26%
Engineers	68%	20%	12%	60%	28%	12%
Nurses	32%	54%	14%	40%	17%	26%

Table:3 Mean school and its interpretation job involvement scale against the four professional group (n= 100)

Professions	Mean score	Interpretation
Teachers	28.3	Average
Doctors	35.1	High
Engineers	41.8	High
Nurses	29.8	Average

Table:4 Mean scores its interpretation and t value of job environment for female and male against the professional group

Profession	Females			Males			t-values
	Mean	SD	Intprt	Mean	SD	Intprt	
Teachers	31.4	1.69	Avg.	26.4	1.19	Avg.	2.73**
Doctors	36.1	.75	High	38.3	1.01	High	1.44*
Engineers	42.2	1.96	High	41.0	1.13	High	1.20
Nurses	38.5	2.32	High	32.7	1.77	High	1.76*

Table: 5 'F' ratio (ANOVA) for job involvement against the four professional group

Job involvement	Source of Variance	df	F value	Sig. Leave
	Between Group	3	12.58**	.01, P<3.83**
	Within Group	396		

Table:6 Correlation between Income and Tenure with Job Involvement for the professional groups (n=100)

Professions	Income & JI	Tenure & JI
Teachers	+0.36**	+0.18
Doctors	+0.49**	+0.12*
Engineers	+0.31*	+0.14
Nurses	+0.17	0.45

Interpretation and discussion

Job involvement is greatly influenced by personal background, values and job characteristics as intervening variables. Factors like autonomy, friendly relations, supervisory behavior, trust and support lead to high job involvement.

In the present study an attempt was made to investigate the difference in job involvement among different professionals- Teachers, Doctors, Engineers and Nurses.

Table 1 shows the percentage of individuals on job involvement in three levels 'High', 'Average' and 'low'. It was found that among the four professional groups maximum percentage of Teachers and Nurses fall in the average category 48% and 45% respectively. The Doctors and Engineers fall under the high level of job involvement 56% and 64% respectively. Amongst Teachers 26% of individuals fall in the higher as well as Low category. Amongst Doctors it is 23% in average category rest in the low category. Interestingly only 12% of Engineers show up in the low level of job involvement depicting that the individuals consider their job to be an important part of themselves. And they work for their organization with full dedication. When Nurses are considered it is found to be having 45% of individuals falling in the high category and rest in the low category of job involvement. A close watch of the table very clearly revealed that there have been only a few individuals in all the professionals who show up low job involvement. The table also shows that there was a difference amongst the professionals at the three levels of job involvement for all the four professional groups: Teachers, Doctors, Engineers and nurses.

In order to study whether there is any significant difference between female and male on a job environment variable is firstly help to Table 2 was sought. It is observed from the table that amongst female and male Teachers maximum percentage of individuals fall in the average category followed by high. The least percentage of individuals fall in the low category. This depicts that teachers have moderate and optimal levels of job involvement developing blame between their work and family. Regarding doctors for both female and male high levels of job involvement is observed by the maximum percentage of people.

Remarking An Analisation

Table 3 reveals very clearly that there was a difference in job involvement score for the four professional groups. Amongst four professionals, Engineers have shown the highest mean score of 41.6 depicting high level of job involvement, whereas Teachers have shown the least mean scores of 28.3 depicting and average job involvements with their professional demands, work schedules and duties.

Doctors and Nurses have shown high and average amounts of job involvement respectively, with their mean scores falling in between the Engineers and Teachers mean scores. All these scores very clearly indicate that Engineers and Doctors consider their job as a central part of their life; they are personally involved in the job and consider their job as a centre to their existence. Both of them are much more effective because the job values their responsibility of work and fulfillment of the goal of their organization.

Table 4 reveals that Female Teachers and Male Teachers differ significantly on these dimensions. The mean score of Female Teachers is higher than the Male Teachers suggesting that the Female Teachers show high job involvement that the Male Teachers. Results indicated that the Female Teachers are found to be comparatively more motivated by their needs like goal achievement, competition self-actualization, autonomy, monetary gains, self- Control, recognition, status and social affiliation as compared to the Male Teachers. Patchen (1970), found through his studies that the persons highly involved in their jobs are highly motivated and feel a sense of pride in their work.

The above tables very clearly indicate the difference in job involvement levels amongst the four professional groups. This difference is very clearly observed when four ratio was calculated to look for any significant difference amongst Teachers, Doctors, Engineers and Nurses

Table 5 showing the 'F' ratio, reveals a clear significant difference ($P < 0.01$; 3.83) between the four professional groups of the job involvement variable. This clearly indicates that there has been difference among the individuals belonging to various professionals groups in regard to considering their job as a part of self, and the most of their life goals are job oriented. Bass (1965), mentioned different conditions that strengthen job involvement. Factors like opportunities to make decisions rise high, self determination recognitions and freedom to set one's own workplace. When the significant difference between individuals of different professions was taken into consideration in the light of above concepts becomes clear that doctor and engineers get far better chance to work independently, to take decisions, have freedom of setting goals mean of achievement and to show their talents to their subordinates, super-ordinates, colleagues and to the organization. Teachers and nurses mostly work in a small organizational setup with almost a fixed format of work-planning within the limited parameters. Their nature of work job characterization shared responsibilities, leaving them with fewer opportunities to fully accept the demands of organization and work. The other well-documented reasons are work overload, poor climate, under participation in decision making, poor support from superiors and colleagues powerlessness, social status, unmet expectations and personality factors such as self esteem, locus of control, hardiness and reactivity. Lawler and Hall (1970), found that job characterization satisfaction and instant motivations are related to job factors and job behaviors of an individual in an organization.

Naaz (2000), examined the effect of autonomy, identity, feedback, skill variety, salary and advancement potential in job involvement. Results show that the only significant predictor of those examined was skill variety, which was a negative predictor of job involvement; finding suggests that job involvement is significantly determined by job characterization.

Hence, on the basis of the results obtained, interpretations attained and in the light of theoretical background of various studies it is concluded that individuals show difference in job involvement. Therefore the hypothesis stating that there would be significant differences across the four professional groups; Teachers, Doctors, Engineers and Nurses regarding job involvement is accepted in complete.

In order to study the correlation between Income and Job Involvement Table 6 is taken into consideration. The table reveals a significant positive r value for income and Job Involvement for the professional group of Teachers, Doctors, and Engineers. This means that a significant positive correlation exist between Income and job Involvement variable suggesting a remarkable increase in Job Involvement with increase in Income.

Income has always been a strong positive and reinforcing factor for the most of the people. In Maslow's (1967) hierarchy of needs money is often equated with the most

basic requirement of employees. It is view in the material sense of buying food, clothing and shelter.

In order to study the relationship between Tenure and JobInvolvement was calculated and represented in Table 6. The data depict that both Teacher and Engineers have the same amount of r value which was of the highest magnitude amongst the four professional groups. It was the Nurses group that shows the least amount of relationship between Tenure and JobInvolvement. However, none of the correlation coefficient was significant, showing no significant relationship exists between Tenure and JobInvolvement for any of the four professional groups of Teachers, Doctors, Engineers and Nurses. Hence, the hypothesis stating that there would be positive correlation between job involvement and Tenure for all the four professional groups is partially accepted.

Conclusion

The major finding in the current study is that the four professional groups Teachers, Doctors, Engineers, and Nurses have a significant difference in job involvement. Engineers showed the highest job involvement among all four professional groups, while teachers showed the least job involvement among the four professional groups. A positive and significant correlation between Income and Job Involvement was obtained for Teachers, Doctors and Engineers while it was not significant for Nurses. Positive but non-significant correlation values were obtained between Tenure and Job Involvement for all the four professional groups.

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Remarking An Analisation

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