

Job involvement among college teachers

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Abstract

The teacher is custodian and architect of a nation. The future of our country is in the hands of a teacher. He plays an important role in upholding the cultural traditions, ideals and values of our society. The whole system of education depends upon the quality, competency, devotion and character of the teachers. They are the pillars of 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 co-operation of teachers holds true. 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.

This paper is aimed at investigating the job involvement of college teachers in their job. A sample of 546 teachers both male and female was drawn from 36 degree colleges of Himachal Pradesh. The data was collected using job involvement scale by Dhar & Srivastava. Mean, SD and t-test were employed for analysis of data. The result revealed that male, teachers are more involved in their job than female teachers. The study indicates that Govt. teachers are more involved in their job. There is more job involvement in Govt. teachers than private college teachers. It is also observed that teachers belonging to rural areas are more involved in their job than those of urban areas. Lastly it is also observed that 39% of teachers have high level of job involvement, 41.6 moderate and 19.4% have low job involvement.

Keywords: need, significance of job involvement and college teachers

Introduction

In general terms, job involvement is the level at which an employee is engaged in his or her daily work. The level of job involvement or engagement can be determined by a person's needs, values, work ethic (personal characteristics), the organizational setting (environment), and the characteristics of the job. Employees with low job involvement can feel alienated by feeling their job doesn't have a purpose, that they are not important in the organization, or they cannot see the connection between their work and what they believe themselves to be in "life" (Hafer & Martin, 2006, p.3). This definition implies that a job involvement person sees his or her job "as an important part of his/her self-concept" (Lawler & Hal, 1970, p.311). Research has shown that there is a relationship between job involvement, professional commitment and burnout. Job involvement is strongly related to many other theories of work motivation.

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. Job involvement has been variously defined.

Lohahl and kejner (1965) defines job involvement as "the degree to which a person identifies himself psychologically with his/her work or the importance of work in his/her total self image."

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."

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".

Pathak, R.D. (1983) said "It is the degree to which an employee identifies himself 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 needs be that intrinsic or extrinsic."

Kanungo (1982) stated that "job involvement is a cognitive state of uni-dimensional psychological identification from a motivational approach."

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 his happiness depends on he they performs on his job. Those people who are high in job involvement truly care for and are concerned about their work.

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 Plato, Socrates, Rishi Vashist, Rishi Sandipini, Guru Nanak, Maharsihi Vishvamitra, Mahatma Gandhi, Ravindra Nath Tagore, Maharishi Valmiki, Acharya Chanakyas etc. who all still hold high respect in our society and had worldwide impact.

As far as college teachers are concerned, they play a significant role in the personality and career development of their students. Directly and 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 of their teachers who 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's success in the educational process depends upon his 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 the pillars of society and the architect of any system of education. Teaching is a service and service is a never ending commitment. A teacher must ensure learning. He plays a major role in moulding the habits and attitudes of the students with a view to producing well balanced personalities. The teacher deals with individual problems deftly and creates an environment in which everyone feels involved. The most lovable teachers have resonating voice. They bring depth in their voice when they speak from the depth of their heart. Their communication fuels relationship and personal connections. Such teachers as are totally involved in their job prove to be an asset to the nation. The teacher gives training to the immature mind of the youth. Teacher treats and moulds the immature minds into various forms. Teacher's quality can affect the quality of college and education. Involvement of the teacher in the college activities affects the overall performance of the college and the students. Thus 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. If the teacher is highly job involved, he will actively involve in the academic activities of the college. Teachers with high level of job involvement tend to be satisfied with their jobs and highly committed to their organization. A teacher's success in the educational process depends upon job involvement. A teacher's who has job involvement will not show insincerity in his task. Thus job involvement plays a very important part in moulding the behaviour in any organization. It has been seen by reviewing literature that some researchers have studied job involvement of university teachers. Some of them are as follows.

Kulkarni, A.V. (1976) ^[1] Anantharaman, R.N.(1980) ^[2] Srivastava A.K. (1994) ^[4] abayomi (2017) ^[6] Joshi, G. (1998) Patel, M.K.(1999) ^[12] Singh, B. (1987) ^[14] Tondon, R. (1982) ^[16] Deo & Singh (2004) ^[7] Nasser & Zafrul (2014). Narayanaswamy & Rao (2014) ^[10] Abayomi, Olusa, Olukayode & Afolabi (2017) ^[6] Ng Haw Kuen and Wan Marzuki Wan Jaafar (2017) ^[19] Ajay Singh and Bindu Gupta (2015) ^[5] Lambert EG, Qureshi H (2017) ^[9] Sunder

Arumugam, laxmnavathi V. (2014) ^[15].

So the researcher found it useful to study the job involvement of college teachers teaching undergraduate classes at college level.

Statement of the Problem

Job involvement among college teachers in Himachal Pradesh.

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 college (government and private).
3. To study the job involvement of teachers with reference to their location (Urban and Rural).

Hypothesis

Ho1: There is no significant difference in the job involvement of male and female college teachers.

Ha1: There is a significant difference in the job involvement of male and female college teachers.

Ho2: There is no significant difference in the job involvement of government and private college teachers.

Ha2: There is a significant difference in the job involvement of government and private college teachers.

Ho3: There is no significant difference in the job involvement of college teachers of their location (Urban and Rural).

Ha3: There is a significant difference in the job involvement of college teachers of their location (Urban and Rural).

Operational Definitions of the term

Job Involvement

In the present study, job involvement is the degree to which a person identifies his or her job, actively participates in it and considers his or her perceived performance level important to his self-worth.

Type of College

In the present study, type of college refers to Government College and private college. Government colleges are those which are run by Central Government and State Government of Himachal Pradesh whereas, private colleges are those that are run by individuals, society and private organizations and aided colleges.

Sample

In the present study, the sample of the study consisted of college teachers of 6 districts (Hamirpur, Una, Mandi, Bilaspur, Shimla and Kangra of Himachal Pradesh) which included 18 Government Colleges and 18 Private colleges.

Sample Distribution

Table 1

Sr. No	Type of Colleges	No. of Colleges	Mode of Appointment		Location		Number of teachers		
			Regular	Temp	Urban	Rural	Male	Female	Total
1	Govt. Colleges	18	336	210	309	237	275	271	546
2	Pvt. Colleges	18							

Tool used in the Study

To measure the job involvement of college teachers, standardized job involvement scale (JIS) developed by Santosh Dhar, Upinder Dhar and D.K. Srivastava 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 undergraduate classes of Government Colleges and Private Colleges 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

Level of Job involvement was measured using standardized questionnaire developed by Dhar and Srivastava. In this scale, in order to measure the level of job involvement, ten (10) items were used and responses were collected in five point Likert scale for each item assigning, to strongly disagree and 5 to strongly agree. Thus the maximum job involvement score for each respondent can be fifty (50).

Table 2: Mean and Significance level of Job Involvement of Male and Female Teachers

Sr. No.	Gender	N	Mean	S.D.	t-value	Level of Significance(p-value)
1	Male	275	43.20	7.835	2.103	.036
2	Female	271	41.70	8.799		

From the table -2 it can be observed that mean score of job involvement for male is 43.20 and for female is 41.70, with SD of 7.835 and 8.799 respectively. Thus male score is slightly higher than female score on job involvement. In order to test Ho1. There is no significant difference in the job involvement of male and female college teachers. Independent sample t-test was applied on the mean scores of males and females. T-value of 2.103 with significance level of 0.036 was obtained for the respondents based on gender.

From the analysis of t-value and corresponding p-value, we find that p-value of 0.036 is less than 0.05. Thus we reject our null hypothesis Ho₁-there is no significance difference in job involvement of male and female college teachers and we accept our alternative hypothesis Ha₁. There is a significant difference in the job involvement of male and female college teachers. Thus we can say that there is a statistically significant difference in the level of job involvement among college teachers based on gender.

Table 3: Mean and Significance level of Job Involvement of Govt. and Pvt. Colleges

Sr. No.	College	N	Mean	S.D.	t-value	Level of Significance(p-value)
1	Govt.	275	42.71	8.659	0.702	0.483
2	Private	271	41.21	8.039		

From the table 3 it is observed that mean score of job involvement for Govt. teachers is 42.71 and for private teachers is 41.21 with SD of 8.659 and 8.039 respectively. Thus the Govt. teachers score is slightly higher than that of private teachers score on job involvement. In order to test H₀₂ independent sample t-test was applied on the mean scores of Govt. and private teachers. t- value of 0.702 with significance level of 0.483 was obtained for the respondents based on the

type of institutions. From the analysis of t-value and corresponding p-value, we find that p-value of 0.483 is more than 0.05. Thus we fail to reject null hypothesis Ho₂. there is no significance difference in job involvement of Govt. and private college teachers. Thus we can conclude that there does not exist a statistical significant difference in the level of job involvement among college teachers based on types of institutions (Govt. and Private).

Table 4: Mean and Significance level of job involvement of location Urban and Rural.

Sr. No.	Location	N	Mean	S.D.	t-value	Level of Significance (P-value)
1	Urban	309	41.99	8.955	-1.491	0.137
2	Rural	237	43.07	7.471		

From the table 4 it can be observed that mean score of job involvement for Urban teachers is 41.99 and for Rural teachers is 43.07 with SD of 8.955 and 7.471 respectively. Thus the score of rural teachers is slightly higher than that of urban teachers on job involvement. In order to test H₃ independent sample t-test was applied on the mean scores of urban and rural teachers. t- value of -1.491 with significance level of 0.137 was obtained for the respondents based on location. From the analysis of t-value and corresponding p-value, we find that p-value of 0.137 is more than 0.05. Thus we fail to reject null hypothesis Ho₃-there does not exist significance difference in job involvement of urban and rural teachers. Thus we can conclude that there does exist a

statistically significant difference in the level of job involvement among college teachers based on location.

Table 5: Different levels of Job Involvement of College teachers

Levels of Js	Total No. of Teachers	Percentage
High (48 & Above)	213	39%
Moderate (47-37)	227	41.6%
Low(36 & below)	106	19.4%
Total	546	

Table 5 shows the different levels of job involvement,-39% of teachers showed high level of job involvement. 41.6% moderate level of job involvement while 19% teachers

depicted low level of job involvement.

Findings

1. It is observed that male, teachers are more involved in their job than female teachers.
2. The study indicates that Govt. teachers are more involved in their job. There is more job involvement of college teachers of Govt. Colleges than those of Pvt. College Teachers.
3. It is also observed that teachers belonging to rural areas are more involved in their job than those of urban areas.
4. Lastly it is also observed that 39% of teachers have high level of job involvement, 41.6 moderate and 19.4% have low job involvement.

Educational Implications

Teacher is the most important person for the all-round development of students. Job involvement of the teachers is an important factor for classroom effectiveness and also for college 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 that helps to increase the overall performance of teachers and consequently of 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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