

# A Study of Job Involvement in Private and Public Sector Engineers

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## Abstract

On an individual and organisational level, this study looks at how different dimensions of job involvement differ between private and public sector engineers. A new construct arises to improve employee optimism and participation, which is essential to sustain Job Involvement performance, organisational behaviour, and commitment to objective and loyalty over time. However, most organisations do not value Job Involvement as a whole. It's a crucial notion in the field of positive organisational behaviour research's development. It can be used in the workplace to help individuals maintain and grow their wellbeing in terms of their job involvement. In the long run, all of these features, as well as a few other working relationships, will increase productivity. The goal of the current investigation is to see if this is the case - The influence of Job Involvement between Private and Public sector Engineers.

**Keywords:** Job Involvement; working condition; working assignment.

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## INTRODUCTION

Job engagement is defined as the degree to which a person feels connected to his or her work, actively participates in it, and believes that one's perceived performance level is important to one's self-worth (Blau and Boal, 1987). Employees that participate actively in their jobs are enthusiastic about and identify with the work they do. Lodahl and Kejner (1965) defined it as the degree to which a person's work performance affects his self-esteem. High levels of workplace involvement have been connected to less absences and lower resignation rates, meaning that the employee responds to the job by going to work regularly or absently, or by resigning. (Boal and Cidami, 1984; Blau, 1986; Boal and Cidami, 1984; Boal and Cidami, 1984; Boal and It's understandable that different people have different ideas about work. Perceived work content refers to the qualities of a job as seen by the employee. It's vital to distinguish between objective and subjective qualities of a work as reflected in employees' perceptions. (Brousseau 1983). Without considering the social context in which the job is conducted, managers are unable to appreciate the causes of poor job performance (Dean and Brass 1985). Job content is valued more than job performance. Ivancevich and Matteson (Ivancevich and Matteson, 1993). There are a variety of outcomes linked to job performance. Some are more essential to the organisation, such as objective outcomes, while others, such as job satisfaction, are more significant to the individual.

A job-involved person is someone for whom work is a substantial part of their lives and who is personally touched by their work environment, including the work itself, coworkers, and the organisation. An engaged employee considers his work to be naturally satisfying because he believes that work allows him to express himself. (Kanungo et al, 1975), The non-involved employee, on the other hand, relies on his or her employment for a living. In a survey of faculty members from academic institutes at the college and university levels, work satisfaction was found to have a positive link with job involvement (Dhar and Jain 1992). Another study in creative organisations looked at the association between work involvement and organisational commitment among left, right, and whole brain thinkers and found a positive and moderate correlation among whole brain thinkers. People who think with their left brain showed a lower correlation, whereas people who think with their right brain had a little higher correlation (Mishra et al 1998). It was revealed in another research study that it was slightly greater in right brain thinkers (Mishra Et al., 1998) in another research study that work orientations differed considerably (Mishra Et al., 1998) (MISHRA Et al., 1998). (Goldthorpe and colleagues, 1968). People who are more involved in their occupations have a higher link between general well-being and work well-being. Even among those who are very invested in their employment, however, the correlation between general and job satisfaction is not always significant. Individuals whose work is more significant must pay a price for many role conflicts. Multiple role conflicts might also have a negative impact on job satisfaction (Fincham and Rhodes, 1999).

According to Lawler (1970), job engagement as intrinsic motivation motivates people to perform better and see their jobs as more centrally valued and gratifying. People who work in these positions develop a stronger sense of responsibility and connection to their work. In terms of their job, they conceive of themselves as a person to a greater extent. Such intrinsic and profound characteristics boost the quality of work. Employees that are invested in their professions consider their work to be an important part of their identity (Lawler and Hall, 1970). Given the importance of job participation in determining the vigour and persistence of an employee's actions, a job engagement scale was developed and standardised.

### **Types of Industrial Sector**

There are a variety of sectors based on different ideas in any culture. For example, based on their financial size, industries can be classed as big scale, medium scale, small scale, or micro scale, whereas industries can be defined as Manufacturing industries or Service industries based on the nature of their activity. Steel, electronics, and cosmetics are examples of manufacturing industries that utilise raw resources to make or construct a product for clients. Banking, IT (Information Technology), and transportation, on the other hand, are service businesses that help society carry out its daily activities. A side from the classifications listed above, industrial sectors are separated into two groups based on how they are governed: private sector and public (or government) sector. Other types of industrial sectors could be included in this broad definition of industrial bifurcation.

## REVIEW OF LITERATURE

Singh and Kumar (1996) have tried to figure out how LIC employees' involvement at work affects their occupational level, participation, and locus of control. Control groups with a high occupational level, high participation, and low locus had a higher level of job involvement, according to the findings.

Carmeli (2005) conducted a research on job participation with senior public-sector managers in Israel. Data was collected via structured surveys. There were a total of 98 questionnaires that may be used (a response rate of 37.4 percent). A route analysis was performed using the AMOS 4.01 programme to evaluate the research model. The findings revealed that work involvement is influenced by both situational and personal factors. Emotional commitment moderated the link between perceived external prestige and workplace engagement, while normative commitment mediated the link between protestant work ethic and job involvement, according to the findings. The goal of this study was to determine what situational and personal factors influenced how invested senior executives become in their professions. The study looked into the process through which senior executives increased their work involvement. In the future, longitudinal study should be used to fully understand the dynamic process of becoming immersed in a job among people promoted to senior management positions. Being active in a job can have both beneficial and bad consequences at both the individual and organisational levels. As a result, efforts should be taken to align and balance the expectations, needs, and interests of both sides. This study provided valuable insight into the elements that influence top executives' participation in their jobs.

Hafer and Martin (2006) By causing positive and negative changes in the assessment ratings on job participation and affective commitment of 553 employees, researchers were able to determine which component produced the most apathetic employee movement. While modifying both criteria at the same time resulted in the greatest amount of movement, changing affective commitment resulted in greater Apathetic employee mobility than changing work participation on an individual basis.

Lyons, Duxbury, and Higgins (2006) studied 549 knowledge workers from the private, public, and parapublic sectors for differences in general values, job values, and organisational commitment. Overall, there were no significant differences in values amongst industries, however there were five significant disparities in work value: Public employees place a higher value on societal labour than public servants, who place a higher value on it than private sector workers. Employees in the public sector regard development opportunities less than those in the private sector; public employees appreciate intellectually stimulating and challenging work more than private sector employees, whereas private sector employees value prominent jobs more than public sector employees. Employees in the private sector were more committed to their employers than those in the other two industries. Overall, the studies revealed relatively minimal differences in value across employees from various businesses. The revelation of some differences in job value between public and private sector employees suggests that comparative studies like this one should evaluate these two groups separately.

**Objectives:-**

1. To measure the Job Involvement of Engineers among Private and public sectors.

**Hypothesis: -**

1. There would be significant difference between Private and Public Sector Engineers on Job Involvement.

**SELECTION OF SAMPLE**

The purpose of the study is to compare the job involvement of private and public sector engineers. As a result, 100 engineers will be included in the study, 50 from the commercial sector and 50 from the public sector. Engineers will be between the ages of 25 and 60 and will have a minimum of three years of professional experience. Uttar Pradesh and Uttarakhand will each provide a sample. Purposive sample will be used to perform the investigation.

**PSYCHOLOGICAL TOOLS**

For data collection, the following standardised scales used

- (1) Job Involvement Scale Constructed by Upinder Dhar, Santosh Dhar, D.K. Srivastava (2006).

**RESEARCH METHODOLOGY**

Only engineers were chosen for the study, with 50 from the private sector and 50 from the public sector. Engineers will be between the ages of 25 and 60 and will have a minimum of three years of professional experience. Because the number of engineers in each organisation vary significantly, the quantity of samples was different for each. Engineers who worked in the domains of electrical, mechanical, electronic, and civil engineering were all picked.

**Factor Analysis - Identification with the Job, Job Centricity**

Two components were identified after factor analysis of the raw scores: identification with the job and job centricity.

**Factor I: Identification with the Job** - This factor is made up of six items (1, 3, 4, 5, 6, and 9) with a total factor load of 4.15108, which accounts for 41.9 percent of total variance. Motivating work, identification with work, intriguing work, job satisfaction, liking for work, and enjoying work are all part of it. The aspect has a significant impact on the overall score ( $r = .93$ ).

**Factor II: Job Centricity**- This factor is made up of 4 parts and has a total factor load of 2.48539. (2, 7, 8, 10). This variable was responsible for 11.5 percent of the total variation. It also includes the following elements: job significance, job care, labour that is not a hardship, and job completion delight. The component ( $r = .79$ ) has a strong correlation with the overall score.

## RESULTS AND DISCUSSION

**Table 1: Mean Standard Deviation and t -Value of Public and Private Sector Engineers on Job Involvement.**

S.N.	Job Involvement	Public sector (N=50)		Private sector (N=50)		t-value
		MEAN	SD	MEAN	SD	
1	Identification with the Job	25.86	4.78	25.72	5.09	0.83 NS
2	Job Centricity	18.10	2.44	17.10	3.58	0.01 NS

**NS = Not Significant**

**Figure 1: Graphical representations of mean scores of job involvement between public and private sector Engineers.**

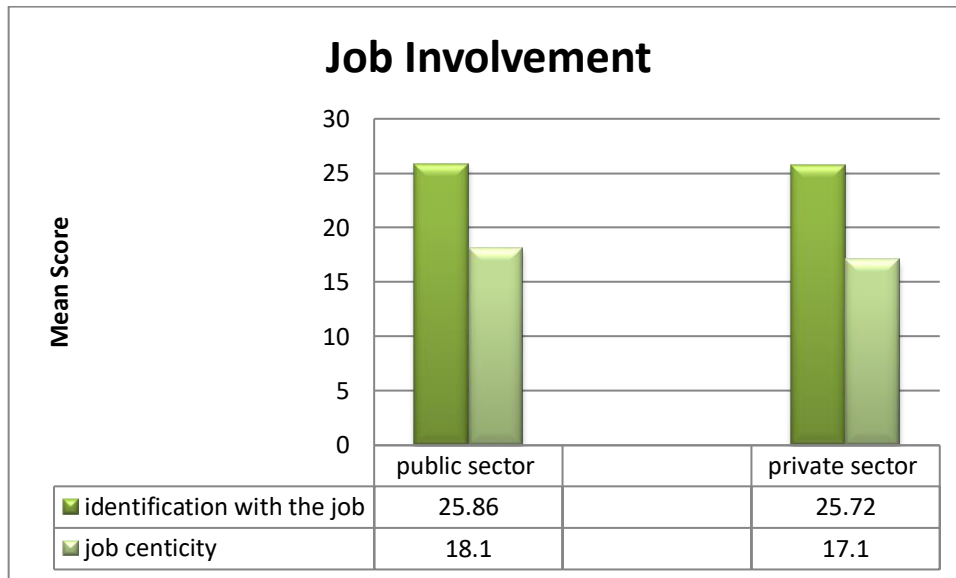


Table 1 contrasts the Public Sector with the Private Sector based on Job Involvement criteria. Two criteria were used to assess job involvement: job identification and job centricity. The t value was displayed alongside the mean and standard deviation.

Identification with the Job (initial variable) has a good attitude toward jobs in the case of Job Involvement's Identification with the Job. The t-value for identification with the job was 0.83. The mean value for the public sector was 25.86, while the private sector's was 25.72. Because of the tiny value of t and the nearly same value of mean, no difference was found between Public Sector and Private Sector respondents when it came to identification with the job participation dimension. To put it another way, the Engineers' views on job participation and identity were practically identical. The job centricity of job involvement (second variable) had a t-value of 0.01. The average score in the public sector was 18.10, while the average score in the private sector was 17.10.

A greater mean value implies a better position in most circumstances, although work Centricity was the sum of unfavourable approaches. A low mean value in this variable indicates a high level of involvement. In other words, public-sector engineers' perceptions were greater than private-sector engineers' perceptions (mean value 18.10). (mean value-17.10).

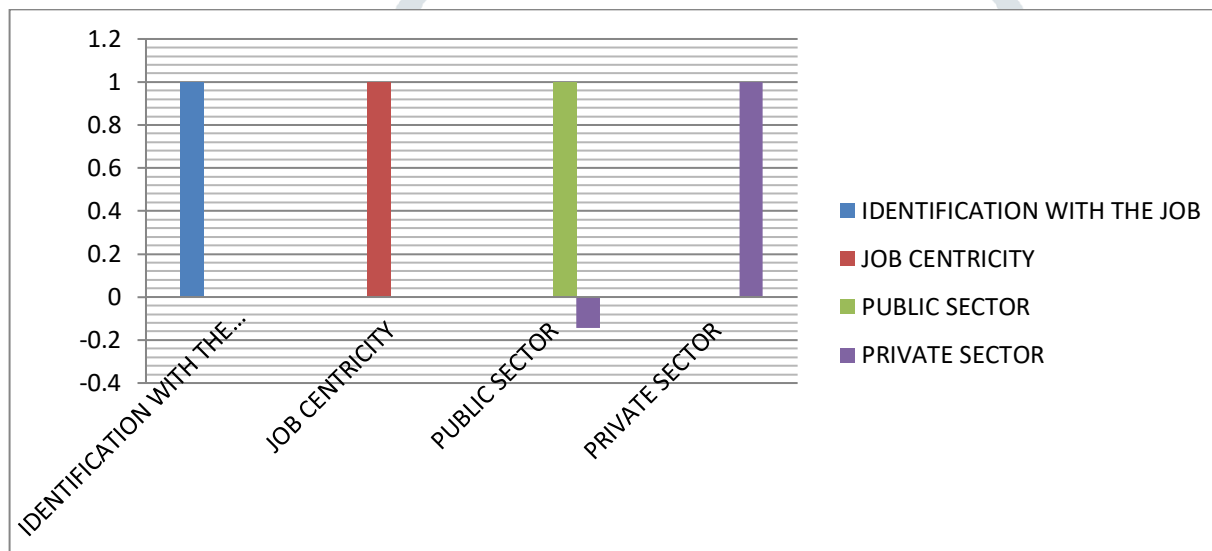
As a result, the public and private sectors would have levels of job involvement. Job participation was higher in the public sector than in the private sector, according to the interviewees.



**TABLE 2: Correlation Matrix of Job Involvement in Public and Private Sector.**

	IDENTIFICATION WITH THE JOB	JOB CENTRICITY	PUBLIC SECTOR	PRIVATE SECTOR
IDENTIFICATION WITH THE JOB	1			
JOB CENTRICITY	0.6126**	1		
PUBLIC SECTOR	0.5976**	0.3788**	1	
PRIVATE SECTOR	0.6393**	0.6957**	0.145312666	1

\*\* Significant at the level of .01

**Figure 2: Graphical engineers of Correlation Matrix of Job Involvement in Public and Private Sector.**

### Identification with the Job

Significant positive relationship of Identification with the Job of Public Sector was seen Job Involvement ( $r = 0.6126$ ,  $p < 0.01$ ) and Private Sector ( $r = 0.6393$ ,  $p < 0.01$ ) Job Involvement.

### Job Centricity

Significant positive relationship of Job Centricity of Public Sector was seen with Job Involvement ( $r = 0.3788$ ,  $p < 0.01$ ) and Private Sector ( $r = 0.6957$ ,  $p < 0.01$ ) Job Involvement.

Thus, in Job Involvement was positively related with Public Sector, For the positive relationship of Job Involvement with Private Sector was observed.

## CONCLUSION

The statistics strongly support the idea that Job Involvement's Identification with the Job (first variable) has a good attitude about jobs. There was a t-value for job identification. The mean value in the public sector was, whereas in the private sector it was. Because of the tiny value of t and the nearly same value of mean, no difference was found between Public Sector and Private Sector respondents when it came to identification with the job participation dimension. To put it another way, the Engineers' views on job participation and identity were practically identical. The job centricity of the t-value for job involvement (second variable).

A greater mean value implies a better position in most circumstances, although work Centricity was the sum of unfavourable approaches. A low mean value in this variable indicates a high level of involvement. To put it another way, public-sector engineers' mean value perceptions were higher than private-sector engineers.

Thus, in Job Involvement was positively related with Public Sector, For the positive relationship of Job Involvement with Private Sector was observed.

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