

Job Involvement Among Teachers Working at Various Levels: A Case Study of District Kangra

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ABSTRACT:- Teacher is the most important factor in the education system. The whole system of education revolves around the teacher. If teacher is satisfied with his job, only then he or she can give the best performance to the students. If teacher is not involved with his job then we have delinquents in the coming society. So the investigation in the job involvement of teachers is very essential. In the present paper job involvement of Kangra (Himachal Pradesh) District teachers has been done using questionnaire. Teachers have been classified in three categories. ANOVA and Post-Hoc test have been employed.

Key Words:- Job involvement, ANOVA, Post-Hoc.

The relationship between man and work has long attracted the attention of philosophers. A major part of man's life is spent in work. It is, therefore, natural to expect that man would seek to satisfy many of his needs in and through his work. However, an analysis of job involvement through the fulfillment of need per se is not new. In true sense, job involvement doesn't mean engaging a person on his job all the time. It doesn't mean turning work into all time job. Job involvement essentially means economy of efforts, getting rid of avoidable tension, utilizing the energy of the employees for better performance of work. (Bhatia, 1986).

Review of Literature

Fargura (1987) had reported that private and public sectors did not have significant difference in job satisfaction, that private sector males had significantly higher satisfaction and

involvement in their jobs than did public sector males, and the female employee were employed in the public sector evidenced greater interest in liking for, and emotional involvement in their job, than did private sector female practitioners .

Puh(1975)conclude that the job involvement person is highly motivated and felt a sense of pride in his work.Thus job involvement can be considered as an important measure of organizational effectiveness .

Kanungo(1975) found that the attitude of job involvement has been considered as very central to the work motivation in his study.

Steven(1996)The author develops a theoretical framework relating job involvement to its antecedents, correlates, and consequences and reports meta-analyses of 51 pair wise relationships involving job involvement. Results of the meta-analyses support research suggesting that job involvement is influenced by personality and situational variables. Job involvement was strongly related to job and work attitudes but not to role perceptions, behavioral work outcomes, negative "side effects," or demographic variables.

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Research Methodology

Teachers were randomly selected from different Govt. Institutions selected from Kangra for the purpose of study different levels were defined as follows:

1. Teachers who taught from class 1-5 were defined as primary level teachers.
2. Teachers who taught from class 6-10 were considered as high school level teachers.
3. Teachers who taught class 10+1 and 10+2 were classified as Senior secondary level teachers

Three districts namely Dehra, Dharamshala and Jaisinghpur were selected from Kangra District, depending upon their demographic profile. From each tehsil 30 teachers working at each levels were chosen for the study .

Job involvement was assessed by Job Involvement Scale developed by Aggarwal(1976).The scoring of job involvement has been done on six point likert scale.This is 32 item job involvement scale.The job involvement score ranged from 32 to 192.

Objective of the study

1. To find the level of job involvement among teachers working at various levels.
2. To study the significance of difference between the degree of job involvement among teachers working at various levels.

Hypothesis:-

Null Hypothesis: There would be no significant difference in the degree of job involvement of teachers working at various levels.

Alternate Hypothesis: There would be significant difference in the degree of job involvement of teachers working at various levels.

Statistical Techniques :-

1. Mean and standard deviation were calculated for job involvement of teachers working at various levels .
2. The mean score obtained by each level of job involvements were tested for the significance of difference using ANOVA test.
3. The mean scores of job involvement obtained were tested for significance of difference using Post –Hoc test.

Results:

Analysis of table reveals that value of mean is maximum in case of Dehra tehsil i.e. 146.48 and minimum in case of Jai Singhpur (141.25), which shows that teachers belonging to Dehra tehsil are more job involved as compared to Dhramshala and Jai Singhpur tehsil as been presented in table 1.1

Table 1.1: Descriptive Statistical Analysis of Job Involvement On The Basis Tehsils

Tehsils	N	Mean	Standard Deviation	Standard error
Dehra	90	146.48	13.7854	0.7265
Dhramshala	90	145.86	14.1651	0.8218
Jai Singhpur	90	141.25	11.0201	0.6538
Total	270	144.53	12.7835	0.4102

Source: Data Collected through Questionnaire.

Further, the mean score for Dhramshala tehsil is 145.86 and the calculated values of standard deviation for three tehsils are as follows, Dehra (13.7854), Dhramshala (14.1651)

and Jai Singhpur (11.0201). As far as standard error of mean is concerned, the calculated values are; 0.72650.8218 and 0.6538for Dehra, Dhramshala and Jai Singhpur tehsils respectively.

Table 1.1 (a): Anova Results For Job Involvement On The Basis Tehsils

	Sum of Squares	Df	Mean Square	F	p-value
Between groups	4287.64	2	1243.82	65.237	0.000
Within groups	13465.76	267	50.4335		
Total	17753.4	269			

Source: Data Collected through Questionnaire.

Table 1.1 (a) shows ANOVA results for Job Involvement on the basis of tehsils The significane value of the F-test is 0.000 which depicts rejection of null hypothesis.

So, it can be said that there is a significant difference in Job Involvement among teachers working at various levels in kangra District. Further, to study the pair –wise comparision Post Hoc test has been used.

Table 1.1(b): Post Hoc Results For Job Involvement On The Basis Of Tehsils

Tehsil	Dhramshala	Jai Singhpur
Dehra	5.833*	9.681*
Dhramshala	-	3.644*

*Significant at the 1 percent level of significance.

The Post Hoc result for Job Involvement On The Basis Of Tehsils has been presented in Table 1.1 (b). The table reveals that the difference is highly significant between the respondents of tehsils Dehra & Jai Singhpur and Dhramshala & Jai Singhpur. The difference is not significant between the respondents of tehsils Dehra & Dhramshala. Thus, it can be

concluded from the above analysis that teachers of Dehra and Dhramshala tehsils are highest job involved followed by teachers of Jai Singhpur.

Table 1.2: Descriptive Statistical Analysis of Job Involvement On The Basis of Type of teachers

Type of teacher	N	Mean	Standard Deviation	Standard error
Primary teacher	90	148.73	11.82	0.78465
High school teacher	90	144.81	14.82	0.96283
Senior secondary teacher	90	140.04	13.58	0.8488
Total	270	144.53	12.7835	0.69600

Source: Data Collected through Questionnaire.

Further, the mean score for primary teachers is 148.73 and the calculated values of standard deviation for three levels are as follows, primary level (11.82), high school level(14.82) and senior secondary level (13.58). As far as standard error of mean is concerned, the calculated values are; 0.78465, 0.96283 and 0.8488 for primary level high school level and senior secondary level teachers respectively.

Table 1.2 (a): Anova Results For Job Involvement On The Basis of type of teachers

	Sum of Squares	Df	Mean Square	F	p-value
Between groups	3975.24	2	1987.62	44.632	0.000
Within groups	8180.613	267	30.639		
Total	12155.853	269			

Source: Data Collected through Questionnaire.

Table 1.2 (a) shows ANOVA results for Job Involvement on the basis of type of teachers. The significance value of the F-test is 0.000 which depicts rejection of null hypothesis.

So, it can be said that there is a significant difference in Job Involvement among teachers working at various levels in Kangra District. Further, to study the pair-wise comparison Post Hoc test has been used.

Table 1.2(b): Post Hoc Results For Job Involvement On The Basis Of Type of Teachers

Tehsil	High school level	Senior secondary level
Primary level	2.847	7.863*
High school level	-	6.4956*

*Significant at the 1 percent level of significance.

The Post Hoc result for Job Involvement On The Basis Of type of teachers has been presented in Table 1.2 (b). The table reveals that the difference is highly significant between the respondents of Primary level & senior secondary level teachers and High school level and senior secondary level teachers. The difference is not significant between the respondents of Primary level & High school level teacher. Thus, it can be concluded from the above analysis that teachers of Primary level and High school level are highest job satisfied followed by teachers of senior secondary level.

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