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A Study on the Impact of Job Involvement on Work Conditions, Organizational Commitment and Interpersonal Relationship among Self Financing Engineering College Teaching Staff in the Western Region of Tamil Nadu

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Abstract:

Job involvement had always been an important aspect of every organization. Job involvement had been considered as the key to employee motivation (Lawler, 1986) and a fundamental asset to help an organization to achieve competitive advantage in the business market (Pfeffer, 1994). Job involvement had gained much attention from researchers and practitioners. This research was aimed at finding out whether job involvement of the teaching staff in the western region of Tamil Nadu has its influence on work conditions, organizational commitment and interpersonal relationship. Quantitative approach was adopted for this research. Questionnaires from respondents were collected through self-administered questionnaires. Data analysis was done through statistical tool to ensure goodness of data and significance of results. This research results showed job involvement was positively and significantly related to the work conditions, organizational commitment and the interpersonal relationship. This research was expected to bring considerable implication in knowledge development and operational benefits to both the researchers and practitioners. It focused on human resource management and organizational behavior field, particularly in the area of work values and job involvement. This research also would help the management of the engineering colleges to create a better work conditions and allocate appropriate resources to enhance the organizational commitment and interpersonal relationship to improve their job involvement.

Keywords: Job involvement, organizational commitment, interpersonal relationship, teaching staff, Engineering College.

1. Introduction

Researches had been devoted to the research on job involvement over the years as it is very important in increasing the performance of the employees. Since people were them ajorasset of every organization (Pfeffer, 1994). Mudrack (2004) explained that highly involved people had the tendency of not to give up easily, they might feel almost like a moral obligation to be involved with their jobs, and might tend to be set in their way. According to Kanungo (1982), job involvement could be viewed as a cognitive state of psychological identification either in the context of a particular job or with work in general. The psychological identification with a particular job or work in general depended on the relatively important need in both intrinsic and extrinsic and the individual perception about the need-satisfying potentialities of the job (Kanungo, 1982). De Hoogh, Den Hartog and Koopman (2005) mentioned that employees whom felt good about their job would exert more effort to keep the satisfying jobs and would increase employee's willingness to invest more effort and enthusiasm on the job. Hence, every organization, especially educational institutions should develop the job involvement of their employees by creating good work conditions, developing the organizational commitment and good interpersonal relationship.

2. Objectives**2.1. Primary Objective**

To find out the impact of job involvement on work conditions, organizational commitment and interpersonal relationship among self-financing engineering college teaching staff in the western region of Tamil Nadu.

2.2. *Secondary Objectives*

- To find out the job involvement of the engineering teaching staff in the western region of Tamil Nadu
- To find out the organizational commitment of the engineering teaching staff
- To find out the with their interpersonal relationship of the engineering teaching staff with the college management, principal, head of the department, colleagues and the students

3. **Research Methodology**

In the present study, extensive use of both primary and secondary data was made systematically. For collecting primary data, field survey technique was used in the study area i.e. in the western region of Tamil Nadu. First-hand information pertaining to the respondents' socio-economic background, general details related to the job, factors contributing to the job involvement, organizational commitment and the interpersonal relationship of the teaching staff with the management, principal, head of the department, colleagues and the students. Primary data was collected from the engineering college teachers, using stratified random sampling method. The survey was conducted with 650 respondents from western region of Tamil Nadu.

4. **Sources of Data Collection**

4.1. *Primary Data*

The primary data was collected with the help of a structured questionnaire which was administered for this purpose. The questionnaire was prepared after pre-testing with a pilot survey through preliminary interviews with about 20 respondents, and was further critically analyzed. The finally redrafted questionnaire was administered among the engineering college teachers.

4.2. *Secondary Data*

The secondary data was collected from various published and unpublished research reports, text books, magazines, journals and dailies, internet web resources, other published and unpublished sources of information.

4.3. *Analytical Framework*

The data collected were organized as simple tables and further analyzed with the help of Percentage Analysis and Correlation & Regression Analysis for logical interpretation of the data collected.

4.4. *Limitations of the Study*

- Since the research was based only on the western region of Tamil Nadu, the same results may not be generalized over the whole universe
- As the topic is very vast and so does its constraints that make the report tough one to cover all area
- Due to time constraints and busy schedules of the teaching staff it was difficult to interact with them completely
- Collection of data from the respondents could be done only when they are in their workplace

5. Analysis and Interpretation

5.1. Description of Profile of Respondents

Demographic variables		Frequency	Percentage
Gender	Male	363	55.8
	Female	287	44.2
Age	Upto 25 years	30	4.6
	25 – 35 years	264	40.6
	35 – 45 years	228	35
	45 – 55 years	77	11.8
	Above 55years	52	8
Educational Qualification	UG	20	3
	PG	464	71.4
	M.Phil	73	11.2
	Ph. D	94	14.4
Marital Status	Single	359	55.2
	Married	304	46.8
District	Coimbatore	257	39.6
	Nilgiris	12	1.8
	Tirupur	32	4.9
	Erode	65	10
	Namakkal	128	19.7
	Salem	82	12.6
	Dharmapuri	26	4
	Krishnagiri	26	4
Designation	Teaching Assistant	23	3.6
	Assistant Professor	423	65
	Associate Professor	160	24.6
	Professor	44	6.8
Income Level	Upto Rs.15,000	177	27.2
	Rs.15,000 – Rs.30,000	300	46.2
	Rs.30,000 – Rs.45,000	147	22.6
	Above Rs.45,000	26	4
Teaching Experience in years	Up to 5 years	321	49.4
	6 – 10 years	203	31.2
	11 – 15 years	77	11.8
	Above 15 years	49	7.6

Table 1: Frequency and % regarding the profile of respondents

Source: Primary data

5.2. Inference

The survey was conducted from Hundred the respondents out of which 55.8% were Male and only 44.2% were female. Most of the respondents' age falls between 25 and 35 years (40.6%).55.2% of the respondents were married and 46.8% of them were single. Most of the respondents' educational qualification is Post Graduate degree (71.4%). 65% of the respondents' designation is Assistant Professor. 46.2% of the respondents' income level ranges from Rs. 15,000 to Rs. 30,000 and 49.4% of the respondents have the teaching experience less than 5 years.

5.3. Multiple Regression Analysis

In this section multiple regression analysis is used to explain the variation in the Job Involvement score (dependent variable) based on the variation over the variables (independent variable) Work Conditions, Organizational commitment, Interpersonal relationship. Therefore, the multiple regression equation becomes

$$Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3$$

5.3.1. Dependent Variable

Y = Job Involvement score

5.3.2. Independent Variables are

- X₁ = Work Conditions
- X₂ = Organizational commitment
- X₃ = Interpersonal

First we look at the correlation of the variables with each other. The correlation table is shown in Table 2. The values in the correlation table are standardized and range from -1 to +1. The correlation table shows that the Job Involvement score have highly significant correlation with the dependent variables of ‘Work Conditions, Organizational commitment, Interpersonal.

	Job Involvement	Work Conditions	Organizational commitment	Interpersonal Relationship
Job Involvement	1.000	0.234	0.320	0.366
Work Conditions	0.234	1.000	0.186	0.240
Organizational commitment	0.320	0.186	1.000	0.369
Interpersonal	0.366	0.240	0.369	1.000

Table 2: Pearson Correlation – Job Involvement

Descriptive Table 3 provides the mean and the standard deviation for each variable in the analysis. The variables entered and removed from the model are listed and the following goodness-of-fit statistics are displayed: multiple R.

	Mean	SD	R ²
Job Involvement	72.04	9.32	0.190**
Work Conditions	33.65	4.26	
Organizational commitment	58.62	8.68	
Interpersonal	120.86	10.91	

Table 3: Descriptive statistics

The table also reports the strength of the relationship between the model and the dependent variable. R, the multiple correlation coefficients, is the linear correlation between the observed and model-predicted values of the dependent variable. Its large value indicates a strong relationship.

The ANOVA Table 4 reports a significant F statistic, indicating that using the model is better than guessing the mean. As a whole, the regression does a good job of modeling Job Involvement score. The ANOVA table tests the acceptability of the model from a statistical perspective.

	Sum of Squares	df	Mean Square	F	Sig.
Regression	10,730.26	3	3,576.75	50.57	< 0.001**
Residual	45,688.53	646	70.73		
Total	56,418.79	649			

Table 4: ANOVA

The Regression row displays information about the variation accounted for the model. The Residual row displays information about the variation that is not accounted for the model. The significance value of the F statistic is less than 0.01, which means that the variation explained by the model is not due to chance.

	B	Std. Error	t	p
(Constant)	22.76	4.15	5.48	< 0.001**
Work Conditions	0.29	0.08	3.67	0.001**
Organizational commitment	0.21	0.04	5.20	< 0.001**
Interpersonal	0.22	0.03	6.69	< 0.001**

Table 5: Regression Coefficients

Dependent Variable: Job Involvement score

This table shows the coefficients of the regression line. It states that the expected Job Involvement score is equal to

$$Y = 22.76 + 0.29X_1 + 0.21X_2 + 0.22X_3$$

Looking at the significance values we see that Work Conditions, Organizational commitment, Interpersonal are significant (P < 0.01) in predicting the Job Involvement scores.

5.4. Findings

- 55.8% were Male and only 44.2% were female
- Most of the respondents’ age falls between 25 and 35 years (40.6%)
- 55.2% of the respondents were married and 46.8% of them were single

- 46.2% of the respondents' income level ranges from Rs. 15,000 to Rs. 30,000
- Half of the (49.4%) respondents have the teaching experience less than 5 years
- The Job Involvement has highly significant correlation with the dependent variables of 'Work Conditions, Organizational commitment, Interpersonal.

5.5. Suggestions

The study proves that there a positive and significant relationship between job involvement and the factors like work condition, organizational commitment and interpersonal relationship. The management of the engineering colleges should take all the measures required to improve the job involvement of the teaching staff. This would lead to a better organized society which can bare the fruit of growth of the individual, family, society, nation as well as the world at large.

5.6. Conclusion

Teachers are the strong pillars of the nation building. The teacher's contribution for the progress of students and management perspective are vital. Highly job involved person demonstrated a strong desire to be at work, is willing to exert himself to cope with the demands of his job and experience his work experience as self-rewarding. Therefore, it is very essential for the college management to adopt the recommended strategies to improve the job involvement of their teaching staff.

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