

Job Involvement Factors' related with organisational Support – A Study

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Abstract:

Job involvement as the individual's belief towards his or her present job and he also stated that job involvement acts as a catalyst to satisfy the individual present's needs. Perceived Organizational Support (POS) refers to employee's perception concerning the extent to which the organization values their contribution and cares about their well being. The present study reveals that the relationship between the organisational support and job involvement factors with special reference to women faculties of engineering colleges. The universe of the study comprises 500 women faculties working in 10 engineering colleges in Trichy region of Anna University. Out of the universe a sample unit of 250 women faculties taken up for the study the sample unit is chosen on Stratified Proportionate sampling method. In this study, the researchers found the positive and significant relationship between job involvement factor and organisational support.

Key words: Organisational support, Job involvement, women faculties

Introduction

Education is basically the influence which the teacher exerts on the students entrusted to his care. Effective teachers are required in the classroom because even the best curriculum and most perfect syllabus remain ineffective in the absence of a good teacher. Hence retention of high quality teachers becomes important. It is also important to understand the factors behind the retention of the good teachers.

The University Education Commission (1948) emphasised the importance of the teacher and his responsibility. The commission was categorical about the need for improving his status, salaries, service conditions, and about providing facilities for the pursuit of knowledge and performing his duties satisfactorily. In creative work like teaching, job satisfaction remains the 'sine-qua-non' and plays a very significant role in attracting and retaining the right type of persons in the profession. The term 'Faculty' refers to the teaching staff or the academic staff of any university or college. Institutions employ faculty members to attain the mission and goals of the organization.

Perceived Organizational Support (POS) refers to employees' perception concerning the extent to which the organization values their contribution and cares about their well being. POS has been found to have important consequences on employee performance and well-being. Organizational support theory (OST: Eisenberger, Huntington, Hutchinson, & Sowa, 1986; Rhoades & Eisenberger, 2002; Shore & Shore, 1995) holds that in order to meet socio-emotional needs and to assess the benefits of increased work effort, employees form a general perception concerning the extent to which the organization values their contributions and cares about their well-being. Lodhal and Kejner(1965) defined job involvement as "the degree to which a person identified psychologically with his/her work or the importance of work in his/her total self image".

Objectives of the study:

To know whether any relationship between job involvement factors and organisational support.

Hypothesis of the study:

H1: There is no significant difference between factors affecting job involvement.

H2: There is no significant difference between the relationships of organisational support to job involvement factors.

Period of the study:

This study covers a period of three months from October to December 2016.

Methodology:

Sample Frame:

The universe of the study comprises 500 women faculties working in 10 engineering colleges in Trichy region of Anna university. Out of the universe a sample unit of 250 women faculties taken up for the study the sample unit is chosen on Stratified Proportionate sampling method.

Data Collection Method:

Primary data collected from respondents by administering a structured questionnaire dealing with various aspects of workplace sequences. This study was carried out through a survey method using questionnaires as the main instrument. A likert scale format with 5 choices per item is used ranging from "strongly agree" to "strongly disagree".

Statistical Tools:

Primary data were collected, tabulated. A pilot study was carried out to revise the questionnaires and for item analysis. The validity and reliability of the questionnaires were measured. The internal consistencies of scale were assessed through computing Cronbach's Alpha. Correlation, t test and one way Anova were used in this study.

Limitations of the study:

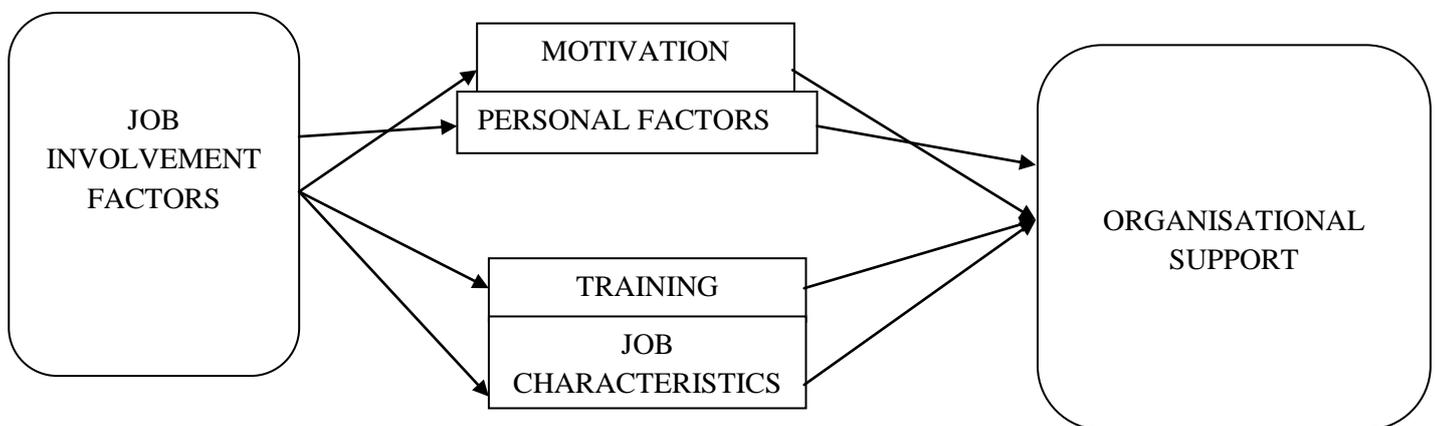
The outcome of the study will be applicable only to these colleges and women faculties. So the results cannot be generalized.

Statement of Problem:

Job involvement is a set of feeling, thought, emotion and intentions with which the workers view their work. Organisational support refers to employee's perception concerning the extent to which the organisation values their contribution and cares about their well being. Job involvement and Organisational support creates intangible benefits to the organization which include reduction in complaints and grievances, absenteeism, turnover and termination. In India over the years, there have been private initiatives in education initially for philanthropic reasons and eventually in professional and even in general higher education to meet the growing demand Privatization of higher education has emerged in several forms and types in the recent decade in India. It is indispensable to understand the level of Job involvement and organisational support of employees and the teaching faculty of self financing colleges, because the level of Job involvement and organisational support attained by employees would help to frame strategies not only to improve the involvement, commitment level but also for the efficient practice of privatization policy.

Theoretical framework of the study:

The conceptual framework explains that organisational support among academicians is influenced by job involvement factors such as motivation, personal factors, training and job characteristics. The dependent variable is organisational support. The independent variable is job involvement factors.



Review of literature:

Consistent with findings reported by Michael P. O’Driscoll & Donna M. Randall(1999), the belief that the organisation cares about its employees and values their contribution was strongly associated with higher levels of job involvement and affective attachment to the company. Given that organisations typically want their employees to exhibit high levels of both these variables, provision of support is clearly one viable mechanism for enhancing positive work attitudes.

Consistent with findings reported by Dharmasri Wickramasinghe & Vathsala Wickramasinghe (2010) the belief that the organisation cares about its employees and values their contribution, i.e. POS, was found to be positively associated with higher levels of job involvement. The significant positive relationship between POS and job involvement in this study lends credence to previous findings within the organisational behaviour literature.

The earlier concept of job involvement was originally developed by Lodahl and Kejner in 1965 (as cited in Khan and Nemati, 2011). They defined job involvement as the degree to which a person’s self esteem was influenced by his or her work performance. Later on, this concept was further elaborated by Kanungo (as cited in Ho, 2006). He tried to eliminate any ambiguity about the concept of job involvement and enhance the measurement inadequacies that happened in the previous research. He defined job involvement as the individual’s belief towards his or her present job and he also stated that job involvement acts as a catalyst to satisfy the individual present’s needs. In addition, he had clarified the difference between job and work. Whereby, he defined a job as an individual’s current work, whereas a work as work in general (as cited in Akhtar and Udham, 2010).

Organizational support theory holds that favorable rewards indicate the organization values the employees’ contribution to the organization, which constitutes a major dimension of POS (Eisenberger et al., 1986; Eisenberger, Rhoades, & Cameron, 1999). Specifically, it is argued that such organizational rewards represent investment by the organization in the employee and are interpreted by the employee as indication of organizational appreciation and recognition, and thus, contribute to the development of POS (Eisenberger et al., 1997; Shore & Shore, 1995).

In a recent empirical investigation of linkages between POS and job involvement, Cropanzano, Howes, Grandey, and Toth (1997) obtained only mixed support for an association between these variables. The present study sought to confirm and extend these findings by directly examining the relationship of POS with both affective and continuance commitment and by incorporating job involvement as a further possible correlate of perceived support. Based on Shore’s findings and on the aforementioned reasoning, our prediction was that organisational support would be associated positively and substantially with affective commitment and job involvement, but would show little relationship with employee levels of continuance commitment.

Findings:

H1: There is no significant difference between factors affecting job involvement .

As shown in the table, there is high degree of correlation between factors of job involvement and job involvement. Based on correlation value, since P value less than 0.01, null hypotheses rejected at 1% level. There is a significant difference between factors affecting job involvement.

Table No:1 Pearson Correlation Matrix

	Motivation	Personal Factors	Training	Job Characteristics	Job involvement
Motivation	1				
Personal Factors	0.302**	1			
Training	0.396**	0.364**	1		
Job Characteristics	0.318**	0.382**	0.265**	1	
Job involvement	0.672**	0.699**	0.633**	0.797**	1**

Source: Primary Data **Correlation is significant at the 0.01 level (2-tailed).

H2: There is no significant difference between the relationship of organisational support to job involvement factors.

As shown in the table, there is high degree of correlation between factors of job involvement and organisational support. Based on correlation value, since P value less than 0.01, null hypotheses rejected at 1% level. There is a significant difference between the relationship of organisational support to job involvement factors.

Table No:2 Pearson Correlation Matrix

	Motivation	Personal Factors	Training	Job Characteristics	Organisational Support
Motivation	1				
Personal Factors	0.302**	1			
Training	0.396**	0.364**	1		
Job Characteristics	0.318**	0.382**	0.265**	1	
Organisational Support	0.464**	0.242**	0.170*	0.276**	1**

Source: Primary Data

** & * Denotes significant at 1% & 5% level

Discussion:

The current results add to the understanding of job involvement factors and affecting with job involvement among women faculties of engineering colleges. Moreover, this study indicates that job involvement factors related to organizational support. The findings of the present study have implications for organizations that are attempting to enhance organizational support through increased job involvement. It is anticipated that improving these factors will be associated with reduced turnover and absenteeism and hence the establishment of more effective organizations. A more effective organizational environment, that implements participatory management. This research has added to the existing literature, providing key information about links between job involvement, and organizational support.

Conclusion:

In this study, job involvement factor has a effective relationship on organisational support. From the above discussion, it is clear that Job Involvement among faculty members has important implications for educational institutions. Table no 2 shows that one of the job involvement factors, motivation is first priority related to the organisational support of women faculties of engineering colleges. All these job involvement factor seem to be interrelated. Present study found a positive and significant relationship between job involvement factor and organisational support. Therefore, highly Involvement faculties 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 level of Job Involvement and average Involvement faculties are in a better position to reap the benefits of a more dedicated, motivated, and reliable teaching staff.

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