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## A STUDY ON JOB INVOLVEMENT OF HIGH SCHOOL TEACHERS WITH RESPECT TO CERTAIN SELECTED MODERATOR VARIABLES

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### ABSTRACT

*The study found that the level of job involvement of school teachers with respect to their moderator variables. The sample comprised of 100 (47 male and 53 female) of Thanjavur District has taken by using simple random sampling technique. The independent and dependent variable of the study are moderator variables and job involvement respectively. Data were collected through descriptive method with survey technique. Mean, t-test and ANOVA were computed for testing hypotheses. The results indicated that the job involvement is satisfactory, there exit a significant difference in job involvement of high school teachers with respect to the moderator variable is Gender, type of management and others like age, locality, educational qualification, monthly income exits no significant.*

**KEYWORDS:** Job, involvement, Thanjavur, Descriptive, moderator variable

### 1.1 INTRODUCTION

National building is mostly depends on education. Education is a mainstay of any developmental process. In education, teaching acts as vital role in teaching and learning process. Teaching is for teacher and learning is for learners. Teachers occupy a prominent place in any society and in any educational system. Teachers have always been enjoying a special status and position in the Indian society and in the field of education. Teaching is noble and sacrificing profession with compare to others too. Because of that one's ignite education to other which helps their generation. Many researchers have examined the skills and aptitudes required to succeed in certain kinds of jobs. Jobs that can be accomplished individually or by working with others in fixed, set or structured ways do not require a great deal of involvement. Notwithstanding this, the every individual can make in their job produces satisfaction and become a sacrifice. The job accompany by the teacher for social reforming through learners. The

teacher is a gateway and like an ignite to develop nation and reforming the society.

### 1.2 A BRIEF ABOUT JOB INVOLVEMENT

Job involvement is the degree to which one is cognitively pre-occupied with, engaged in and concerned with one's present job. It is an intensity of a person's psychological identification with the job usually, the higher one's identification or involvement with the job, the greater the job satisfaction. Job involvement is related to several personal and organizational variables. According to Paulliyetal (1994) it is the degree to "which one is cognitively pre occupied with, engaged in, and concerned with one's present job. Job involvement is mostly described by the engagement and adaptation of individuals in the job with interest. According to Kanungo (1982) Job Involvement has been defined as an individual's psychological identification or commitment to his/her job. In this definition it emphasizes the job involvement is psychological

process (Paterson & Michael, 2008). The result of satisfaction in job is product of job involvement.

### 1.3 RATIONALE OF THE STUDY

At present the teaching-learning process is not fruitful. Teacher is primary of teaching and learning process. The student's involvement is totally based on the instructor's involvement. Thus the job involvement is very essential to motivate student's involvement in teaching-learning process. But it may be affected by some psychological factors. In general, the moderator variables may influence the job involvement. Ones if wish to sacrifice the life, the job will be enthusiastic and making the peace of mind. The job involvement mostly depends on the psychological factors. The job involvement makes the person as a successful in their work. The involvement produce satisfaction and it leads to development of tasks. Some teacher does not involve with interest, they could not attain the learner's success. The learner's success is mostly depends on the teachers job. The high job involvement makes success in their teaching and produce positives on learners learning. Moderator variables may influence the involvement. Most of the researcher has been conducted their study with students achievement. But no researcher not conduct research with moderators variables like age, gender, locality, educational qualification, monthly income and type of management. This is the research gap which is identified by the investigator that there is no study to conduct with job involvement of high teachers and their moderator variables.

### 1.4 OBJECTIVES OF THE STUDY

An objective is a part or parcel of aim. Objectives are main basic steps of the research which guide the researcher in a perfect way. According to Dash, B.N. and Nibedita Dash (2004), the objective is defined as "An objective is a point or end point of something towards which action is directed. It gives direction to the programme that one wants to undertake". The objectives can be realized through the programme. For realization the objectives of the study are given below,

1. To find out the level of job involvement of high school teachers.
2. To find out the existence of significant difference in job involvement of high school teachers with respect to their moderator variables such as:
  - ✓ Age,
  - ✓ Gender,
  - ✓ Locality,
  - ✓ Educational qualification,
  - ✓ Monthly income, and
  - ✓ Type of Management

### 1.5 HYPOTHESES OF THE STUDY

Hypothesis is the scientific assumption of results which is formulated under empirical, theoretical in scientific way and it is tested with relevant statistics for inferences. It is a main part of research. "Hypothesis as a proposition or a set of proposition set forth as an explanation for the occurrence of some specified group of phenomena either asserted merely as a provisionally conjecture to guide some investigation or accepted as highly probable in the light of established facts" (Kothari & Garg, 1985). It is essential in the part of research. The following hypotheses were formulated by the investigator.

3. The job involvement of high school teachers is satisfactory.
4. There exist no significant difference in job involvement of high school teachers with respect to their moderator variables such as:
  - ✓ Age,
  - ✓ Gender,
  - ✓ Locality,
  - ✓ Educational qualification,
  - ✓ Monthly income, and
  - ✓ Type of Management

### 1.6 VARIABLES OF THE STUDY

The characteristics that change its value during research process is called variable. Here the investigator has used two types of variables. Such as,

#### 1.6.1 Moderator variables:-

It is a special type of independent variable. According to Ram Ahuja (2001), "Moderator variable is a secondary variable which is selected for study to determine if it affects the relationship between the primary independent variable and the dependent variable". The moderator variables of the study is as given below,

- ✓ Age,
- ✓ Gender,
- ✓ Locality,
- ✓ Educational qualification,
- ✓ Monthly income, and
- ✓ Type of Management

#### 1.6.2 Dependent variables:-

The variation of one's characteristics is depending with others (independent variable) is called dependent variables. "The dependent variables are the conditions or characteristics that appear, disappear or change as the experimenter introduces, removes or changes independent variables" (Best & Kahn, 2006). The dependent variable of the study is

- ✓ Job Involvement

### 1.7 RESEARCH DESIGN OF THE STUDY

In any type of research, the research design is essential which means the plan or a blue print or

flow chart or a strategy of the methods could follow in research process. “Research design or research plan is a mapping strategy. It is essential of the object of the inquiry and the strategies for collecting the evidences, analyzing the evidences and reporting the findings” (Singh, 2006). It includes research method or strategy, sampling design, choice of research tool and choice of statistical techniques. The description of research plan is given below,

**1.7.1 Method or Strategy:-**

The investigator of the study has used Descriptive method with survey technique for collecting evidence to test hypotheses.

**1.7.2 Sampling Design:-**

“Sampling design is a distinct plan for obtaining a sample from a given population” (Pandya, 2010). It is a collection of procedures for sampling process. It includes sampling technique, sampling frame and sampling units. The simple random sampling technique has used to select sample of 100 BT teachers (47 Male and 53 teachers) of Thanjavur District, Tamilnadu.

**1.7.3 Research Tool:-**

Tool is an instrument or device which is used to collect data and it may be a questionnaire, schedule, rating scale and tests. The following tool has used by the investigator for data collection.

**1.7.3.1 Job Involvement Scale:-**

The job involvement scale of Lodahl and Kejaer (1965) was re-standardized by the investigator. The face and content validity were found. The reliability value of the tool is 0.72 by using test-retest method and the intrinsic validity is 0.85.

**1.7.4 Statistical Techniques:-**

Statistical techniques offer the researchers to test hypotheses with some useful and relevant formulas. The following statistics has used by the investigator for testing hypotheses.

- ✓ Mean
- ✓ t-test
- ✓ ANOVA

**1.8 MAJOR FINDINGS**

Findings are the precise effect of the research process by testing hypotheses through some useful statistics (Suresh, 2014). It is highlights of the research where the researcher or the investigator is focused before investigation. The followings are the findings,

1. The mean of job involvement of high school teachers is 111.73. It is lies in satisfactory group and hence the research hypothesis is accepted. Thus, the job

involvement of the school teachers is satisfactory.

2. There exists a significant difference in job involvement of high school teachers with respect to their moderators such as.
  - ✓ Gender, and
  - ✓ Type of Management
3. There exists no significant difference in job involvement high school teachers with respect to their moderator variables such as.
  - ✓ Age,
  - ✓ Locality,
  - ✓ Educational qualification, and
  - ✓ Monthly income

**1.9 CONCLUSION**

Conclusion is the scientific rationale which acts behind the result of findings. The following conclusion has made by the investigator based on the findings of the study.

- ✓ The job involvement of high school teachers is satisfactory.
  - Personal factors like simulation, autonomy, feedback, etc and social factors management stress, leadership, authority influences, etc may play to reduce the job involvement of the teachers. And the salary is also being an external factor may affect the variable highly. So, it may lead the teacher’s job involvement as satisfactory.
- ✓ There exists a significant difference in job involvement of high school with respect to their moderator variable of Gender.
  - Gender difference influences the job involvement. The female mean score of job involvement is high with compare to male. The female teachers may like their job as a soul. It produces the difference in job involvement.
- ✓ There exists no significant difference job involvement of high school teachers with respect to their moderator variables such as Age, Locality, Educational Qualification, and monthly income.
  - The moderator variables like Age, Locality, Educational Qualification and monthly income does not influence the job involvement of school teachers.

**Table 1 Descriptive Analysis of Job Involvement of School Teachers**

N	Mean	Median	Mode	S.D	Variances	Skewness	Kurtosis	Range
100	111.73	111.86	112.28	7.99	63.89	-0.078	-0.771	34



**Table 2 Teacher’s Job Involvement with Respect to Gender**

S.No	Moderator Variable	N	Mean	S.D.	‘t’ Value	Significance
1	Male	47	108.85	8.33	3.283#	Significant
2	Female	53	113.94	7.07		

# Significance at 0.01 & 0.05 levels

**Table 3 Teacher’s Job Involvement with Respect to the Moderator Variables (ANOVA)**

S.No	Moderator Variable	Sum of squares	df	Mean square	‘F’ Value	Significance	
1	Age	Between Groups	183.431	3	61.144	0.956#	Not Significant
		Within Groups	6142.279	96	63.982		
		Total	6325.710	99			
2	Community	Between Groups	175.063	3	58.354	0.911#	Not Significant
		Within Groups	6150.647	96	64.069		
		Total	6325.710	99			
3	Locality	Between Groups	39.822	2	19.911	0.307#	Not Significant
		Within Groups	6285.888	97	64.803		
		Total	6325.710	99			
4	Educational qualification	Between Groups	190.175	3	63392	0.992#	Not Significant
		Within Groups	6135.535	96	63.912		
		Total	6325.710	222			
5	Monthly Income	Between Groups	298.719	3	99.573	1.586#	Not Significant
		Within Groups	6026.991	96	62.781		
		Total	6325.710	99			
6	Type of management	Between groups	847.692	2	432.846	7.505#	Significant
		Within groups	5478.018	97	56.474		
		Total	6325.710	99			

# Significance at 0.01 & 0.05 levels

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