

Job Satisfaction and Job Involvement among Sahayak and Permanent Employees of Gujarat School

Bharat G. Patel^{1*}, Dr. Rudresh M. Vyas²

ABSTRACT

Job satisfaction is an integral component of work climate, while working in organizations; people develop a set of attitudes to about the work, Supervision, coworkers, working conditions and so on. This set of attitudes is referred to as job satisfaction. Job involvement is the degree to which employees immerse themselves in their jobs, invest time and energy in team and view work as a central part of their overall lives. An attempt has been made to measure the comparative study of job satisfaction and job involvement among Sahayak employees and permanent employees. The job satisfaction scale is developed by Amarsingh and Dr. T.R Sharma in 1999 and job involvement scale development by Santosh Dhar, Upinder Dhar and D.K Srivastava in 2001. The sample consisted of 80 employees, 40 Sahayak and 40 permanent employees with Grant in aid school and Government school organizations of south Gujarat. t-test was applied to see the differences of mean score of job involvement and job satisfaction between Sahayak and permanent grant-in-aid and government school employees. Results reveal that Job satisfaction more impact on permanent and government school employees than Sahayak and Grant-in-aid school employees. Job involvement more impact on Sahayak and grant-in-aid school employees than permanent and government school employees. The results supports for the significant impact on job involvement and job satisfaction between Sahayak and permanent grant-in-aid and government school employees.

Keywords: *Job Satisfaction, Job Involvement, Grant-In-Aid School, Government School, Sahayak Employees, Permanent Employees.*

Job satisfaction is a topic of wide interest to both people who work in organizations and people who study them, In fact, it is the most frequently studied variable in organizational behavior research. It is a central variable in both research and theory of organizational

¹ (Ph.D.-Scholar (Psychology) M.T.B. Arts College, Surat, VNSGU, Surat, Gujarat, India)

² (Department of Psychology, M.T.B. Arts College Surat, Gujarat, India)

*Responding Author

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phenomena ranging from job design to supervision. Literally thousands of job satisfaction studies can be found in the study of organizational behavior and related fields.

What is job satisfaction? :

Job satisfaction is simply how people feel about their jobs and different aspects of their jobs. It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs. As it is generally assessed, Job satisfaction is an attitudinal variable. Hoppock (1935) says Job satisfaction is any combination of psychological, physiological and environmental circumstances that causes a person truthfully to say, "I am satisfied with my job."

Importance of job satisfaction:

The importance of Job satisfaction is obvious. Managers should be concerned with the level of Job satisfaction in their organizations for at least 3 reasons:

- 1) There is clear evidence that dissatisfied employees skip work more often and more likely to resign.
- 2) It has been demonstrated that satisfied employees have better health and live longer.

Satisfaction on the job carries over to the employee's life outside the job.

Job Involvement:

Job involvement is a more recent addition to the job literature. Closely related to motivation and job satisfaction is job involvement the intensity of a person's psychological identification with the job. Usually, the higher one's identification or job involvement with a job, the greater is the job satisfaction. Job involvement is the degree to which employees immerse themselves in their jobs, invest time and energy in team and view work as a central part of their overall lives. Holding meaningful jobs and performing them are important inputs to their own self-images, which help explain the traumatic effects of job loss on their esteem needs, job involved employees likely to believe in the work ethic, to exhibit high growth needs, and to enjoy participation in decision making. As a result, they seldom will be tardy or absent, they are willing to work long hours, and they will attempt to be high performers.

Lawler and Hall (1970) imply that a job involved person sees her or his job "*as an important part of his self-concept.*" Biau and Boal (1987) state that job involvement in the degree, to which a person identifies with his or her job, actively participates in it, and considers his or her performance important to self-worth.

What is Sahayak employees? :

The employees are not the payroll of the government full pay scale. Description: Under the fixed-term employment contract, the payout or the payment is fixed in advance and is not altered till the term expires. Government of Gujarat is Sahayak employees of five year fixed salary disposition.

What is permanent employees? :

The employees are the payroll of the government full pay scale. Permanent (regular) employees have a predetermined end date to employment. In addition to their wages, they

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often receive benefits like subsidized health care, paid vacations, holidays, sicktime, or contributions to a retirement plan.

REVIEW OF THE LITERATURE

Job satisfaction has been a favorite topic of western (popularity American) as well as Indian psychologists; Locke (1976) estimated that by 1972, 3,350 articles (or dissertations) has been written on this subject. In Indian also, Daftuar (1969) Ganguly (1971), Sinha (1972) and Sinhaj.B.P.(1978) in their perspective reviews of Indian researchers in the areas, observed that the highest number of industrial psychological researchers were done in the field of job satisfaction and its bearing on performance. For example, Sinha (1972) reported 144 researches on job satisfaction, out of a total 508 articles that he reviewed. Sinhaj.B.P. (1978) reported 71 articles in the areas out of his coverage 350 researches, many aspects of work-life and job satisfaction have been thoroughly studied and yet, “researchers have not found satisfactory answer other question what makes put their best the job” Dixit (1971)

Number of studies have been conducted to know working motivation force behind employee’s Job satisfaction and job involvement in which very familiar study was done by Lawler (1970) in which he found that job involvement as an intrinsic drive motivates individuals to perform better and they perceive their job to be more centrally valued and satisfying. The job involved persons develop more sense of responsibility and identification with their jobs. They conceptualized themselves to a greater degree as persons primarily in terms of work role. Such inherent and strong characteristics improve the quality of work.

Objectives:

To study compare the score of Sahayak employees and permanent employees in job satisfaction.

- To study compare the score of Sahayak employees and permanent employees in job involvement.
- To study compare the score of Grant-in-aid school and Government school employees in job satisfaction and job involvement.

Hypotheses:

- There is no significant difference between Sahayak employees and permanent employees in job satisfaction.
- There is no significant difference between Sahayak employees and permanent employees in job involvement.
- There is no significant difference between Grant-in-aid school and Government school employees in job satisfaction.
- There is no significant difference between Grant-in-aid school and Government school employees in job involvement.

Variables:

Independent variables:

- Sahayak employees and permanent employees.
- Grant-in-aid school and Government school.

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Dependent variables:

- Job Satisfaction.
- Job involvement.

Control variable:

- Only 80 employees, 40 Sahayak and 40 permanent employees with Grant in aid school and Government school organizations of south Gujarat.

Sample:

The sample consisted of 80 employees, 40 Sahayak and 40 permanent employees with the equal number of Grant-in-aid school and Government school organizations.

Tools:

1. **The job satisfaction** is developed by Singh And Sharma's job satisfaction scale (1999) the test- retest reliability 0.978 with N = 52 and gap of 25 days and validity coefficient of 0.743.
2. **The job involvement** is developed By Santoshdhar, Upinder And D.Ksrivastava's job involvement scale (2001) the reliability was determined by split-half method corrected for full length by applying spearman-brown prophecy formula on the data collected from the sample of 371 subjects. The reliability coefficient was found to be 0.71. and validity 0.83.

Procedure:

The study is about job satisfaction and job involvement of the Sahayak and permanent employees. First of all the permission, data and time were received from the different heads of the principal's of Grant-in-aid school and Government school organizations to collect the data from the employees. Then the general information was received from the employees, the necessary instructions were also given and the tests were given to the employees. The employees were free to meet at home instead of at the industries. It was sincerely checked whether the employees has given the whole answers or not so that they do not remain unanswered.

RESULTS AND DISCUSSION

The hypothesis framed were tested using Analysis of variance t-tests analysis was also done where lured.

Table-1 Table indicating mean, standard deviation and t-value of Sahayak employees and permanent employees in job satisfaction.

| Employees | N | Mean | S.D | t-value | Level of sign |
|-----------|----|-------|-------|---------|---------------|
| Sahayak | 40 | 53.43 | 14.68 | 4.326 | 0.01 |
| Permanent | 40 | 63.95 | 4.59 | | |

Figure 1: Bar Diagram Showing Mean Difference for Sahayak employees and permanent employees in job satisfaction.

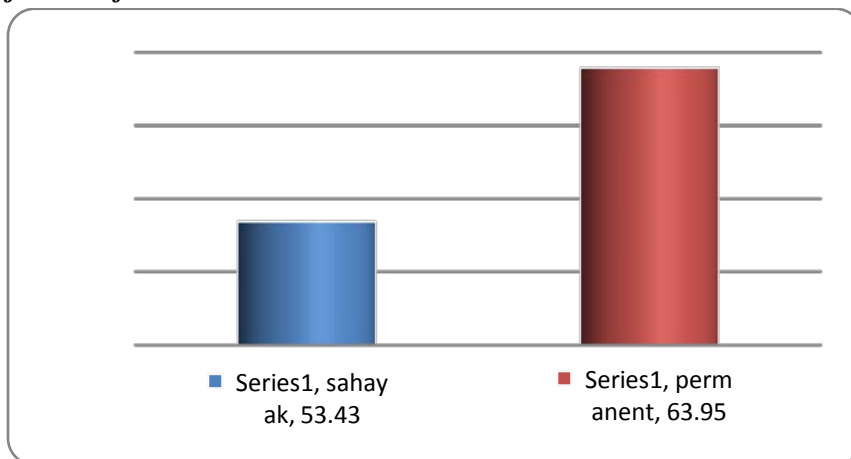


Table shows the mean for 40 Sahayak employees and permanent employees are 53.43 and 63.95. the S.D value for 40 Sahayak employees and permanent employees are 14.68 and 4.59. the ‘t’ value for Sahayak employees and permanent employees which is 4.326 has been found significant at 0.01 level. The result didn't support hypothesis,(1).

Table-2 Table indicating mean, standard deviation and t-value of Sahayak employees and permanent employees in job involvement.

| Employees | N | Mean | S.D | t-value | Level of sign |
|-----------|----|-------|--------|---------|---------------|
| Sahayak | 40 | 37.78 | 10.717 | 9.046 | 0.01 |
| Permanent | 40 | 17.78 | 8.983 | | |

Figure 2 : Bar Diagram Showing Mean Difference for Sahayak employees and permanent employees in job involvement.

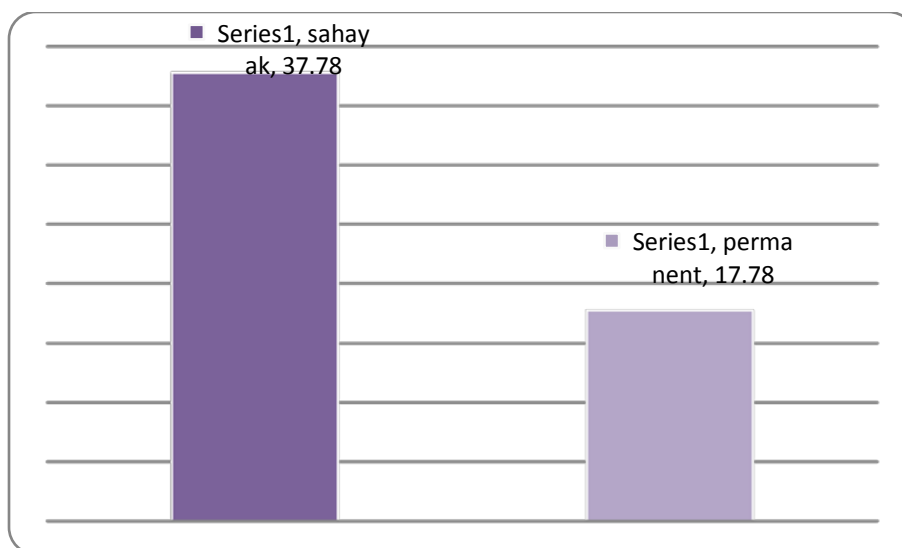


Table shows the mean for 40 Sahayak employees and permanent employees are 37.78 and 17.78. the S.D value for 40 Sahayak employees and permanent employees are 10.717 and 8.983.

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8.983. the 't' value for Sahayak employees and permanent employees which is 9.046 has been found significant at 0.01 level. The result didn't support hypothesis,(2).

Table-3, Table indicating mean, standard deviation and t-value of Grant-in-aid school employees and Government school employees in job satisfaction.

| School | N | Mean | S.D | t-value | Level of sign |
|--------------|----|-------|-------|---------|---------------|
| Grant-in-aid | 40 | 54.08 | 14.35 | 3.69 | 0.01 |
| Government | 40 | 63.30 | 6.63 | | |

Figure 3 : Bar Diagram Showing Mean Difference for Grant-in-aid school employees and Government school employees in job satisfaction.

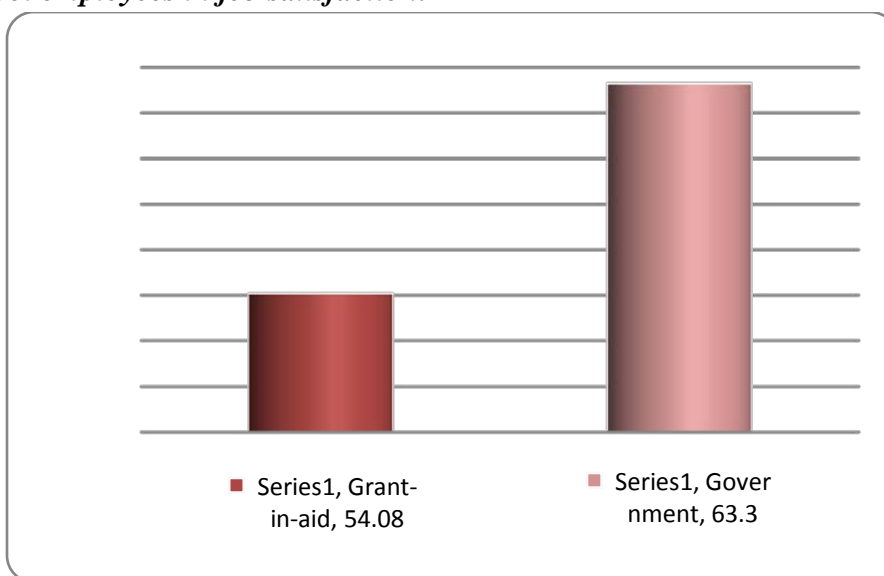


Table shows the mean for 40 Grant-in-aid school and Government school are 54.08 and 63.30. the S.D value for 40 Grant-in-aid school and Government school are 14.35 and 6.63. the 't' value for Grant-in-aid school and Government school which is 3.69 has been found significant at 0.01 level. The result didn't support hypothesis,(3).

Table-4, Table indicating mean, standard deviation and t-value of Grant-in-aid school employees and Government school employees in job involvement.

| School | N | Mean | S.D | t-value | Level of sign |
|--------------|----|-------|-------|---------|---------------|
| Grant-in-aid | 40 | 31.13 | 14.24 | 2.18 | 0.05 |
| Government | 40 | 24.43 | 13.22 | | |

Figure 4 : Bar Diagram Showing Mean Difference for Grant-in-aid school employees and Government school employees in job involvement.

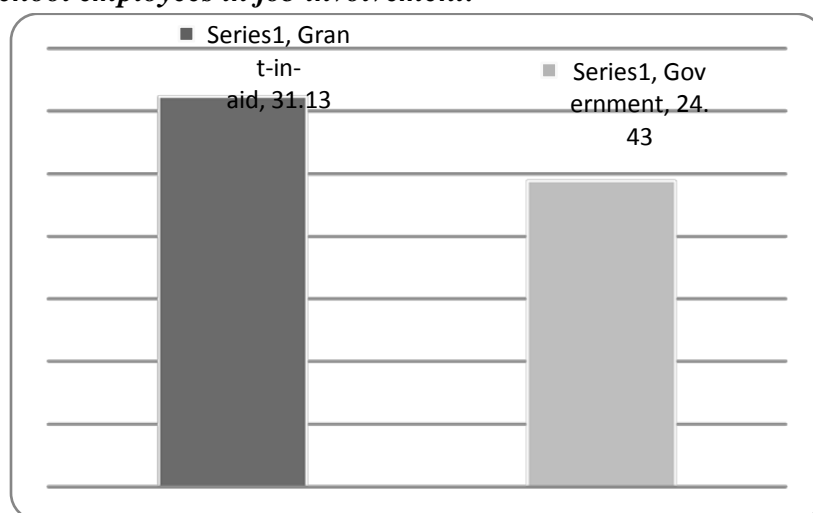


Table shows the mean for 40 Grant-in-aid school and Government school are 31.13 and 24.43. the S.D value for 40 Grant-in-aid school and Government school are 14.24 and 13.22. the 't' value for Grant-in-aid school and Government school which is 2.18 has been found significant at 0.05 level. The result didn't support hypothesis. (4)

CONCLUSION

The results of the study indicate that there is significant impact found on job involvement and job satisfaction between Sahayak and permanent grant-in-aid and government school employees.

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