

## Job satisfaction and Job Involvement among Industrial Employees

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### ABSTRACT

The main purpose of this research was to find out mean difference between Job Satisfaction and Job involvement of employees working in the industry. The sample consisted of 60 employees, 30 joint families and 30 Separate families with Industrial Employees of Iron industry in Rajkot City. The Job Satisfaction Scale is developed by Brafield Roth and Job Involvement Scale development by Lodhal and Kejner. Here t - test and F – test was applied to see the differences of mean score of Job satisfaction and Job involvement between joint families and Separate families with Industrial Employees of Iron industry. The results of the present study show that there is no significant difference between the Job satisfaction of employees living in a joint family and those living in a Separate family ( $t=0.54$ ). There is no significant difference between the Job Involvement of employees living in a joint family and living in a Separate family ( $t =-1.15$ ). Between Job satisfaction and Job involvement F - 0.087 correlation is found.

**Keywords:** Job Satisfaction, Job Involvement, Industrial Employees

**M**ost organizations strive for employee satisfaction, But not all achieve the same goal. That is why it is important for HR professionals to know the factors that can increase employee satisfaction and how it fits into the overall success of the company.

### What is Job Satisfaction?

Each person receives a financial return from the business he or she is associated with. And satisfies their own needs. But with it comes the individual's financial and family needs. As well as psychosocial needs such as respect, Status also matters. So, if a person finds a business that he likes, he gets pleasure from the business. And feel more and more satisfied with their business. Hopek says “Job Satisfaction is a combination of psychological and environmental circumstance that cause person truthfully to say “I am satisfied with my job.”

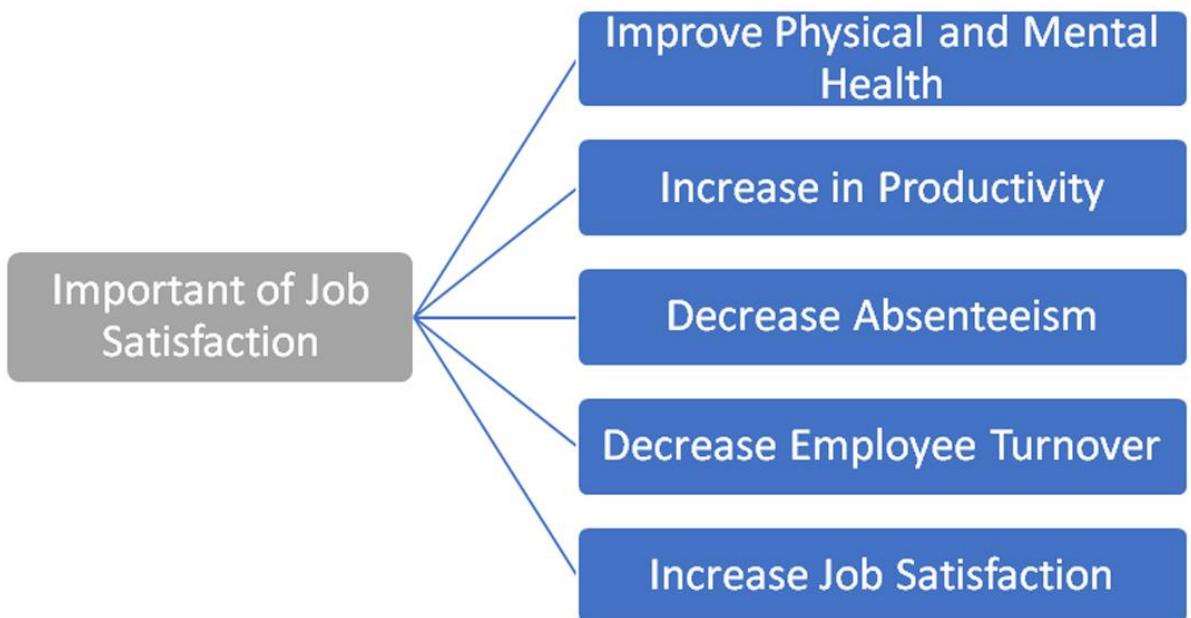
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***Importance of job Satisfaction:***



***Job Involvement:***

A person's Job satisfaction has a certain effect on his business. In addition, the environment of the place where a person does business as well as the Job involvement of the person affects his business. In any organization when a person joins and works, he feels more Job involvement. As well as the intensity of the psychological identity with the person occupation can be called the Job involvement of the person. The concept of Job involvement is closely intertwined. How important your business is to you? Is business at the center of your life? To what extent are you involved in your business? The greater the individual's identity with his business or the greater his Job involvement, the greater his Job satisfaction. Lodhal and Kejner "Job involvement is a measure of how much a person is mentally engaged in their business." Bass "Job involvement is a situation that strengthens a person's decision-making power, self-determination and the process of taking action on their own business."

***Job Satisfaction and Job Involvement***

Factors that are responsible for the Job satisfaction that an employee receive Involvement in the context of work in the employee industry becomes an important factor. No matter how actively an employee is involved in their work and the amount of Job satisfaction that is seen in that employee seems to be interrelated. Thus, Job satisfaction affects the personality, lifestyle and involvement of the employee. Yet research studies show that there is a link between employee engagement with work and Job satisfaction. If we measure these two, it can provide information about the relationship between the two. Psychologists have tried to measure the relationship between the two by measuring scales, by which the result obtained can be trusted. Thus, both Job satisfaction and involvement can be considered as motivators and complements to each other.

**REVIEW OF THE LITERATURE**

***Surasinh P. Barad (2018)***

The main objective of this study is the Job satisfaction of the employees working in the achievement cement industry, The task was to conduct a psychological study of Job involvement and mental health. 640 employees were selected as role models. The results of

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this study show that employees who live in a joint family and those who live in a separate family have better Job satisfaction. There is a constructive correlation between Job satisfaction and Job involvement.

### **Shaju M., Subhashini Durai (2017)**

The main purpose of this study was to study the impact on the Job satisfaction and job performance of employees working in the automobile industry. 250 employees from Jalandhar, Punjab were selected as demonstrators. The results of this study show that there is a constructive correlation between Job satisfaction and job performance.

### **Riteish M. Patel. (2012)**

The main purpose of this study is to motivate employees working in an industrial organization, was to conduct a comparative study of Job satisfaction and psychological involvement. 640 employees were selected as role models. The results of this study show that there is a constructive correlation between Job satisfaction and psychological involvement in the context of the employee.

### **Rajesh K. Dodia (2010)**

The main objective of this study is the mental health of employees working in the sugar industry, was intended to study Job satisfaction and Job involvement. 480 employees were selected as role models. The results of this study show that employees living in a joint family have more Job involvement than in a separate family. There is a constructive correlation between Job involvement and Job satisfaction.

## **Methodology**

### **Objectives:**

The following objectives have been determined in relation to the problem of the research presented.

- 1) To study whether there is a difference between the Job satisfaction of joint and separate family employees.
- 2) To study whether there is a difference between the Job involvement of joint and separate family employees.
- 3) To study the correlation between employees Job satisfaction and Job involvement.

### **Hypotheses**

- 1) There is no significant difference between joint family and separate family employees in Job satisfaction.
- 2) There no significant difference between joint family and separate family employees in Job involvement.
- 3) There is no significant difference correlation between Job satisfaction and Job involvement in employees.

### **Variables**

#### **Independent Variables:**

Joint family employees  
Separate family employees

#### **Dependent Variables:**

Job Satisfaction  
Job Involvement

### **Sample**

The sample consisted of 60 (30 Joint family employees and 30 Separate family employees). Employees the sample was selected by random method form Iron Industry of Rajkot City.

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### Tools:

#### 1)The Job Satisfaction:

The "Job Satisfaction" Libra, produced by Brafield Roth in 1985, was translated into Gujarati by Mr. Parikh. There are a total of 18 statements in this Libra. Five options for each statement in the scales 'Absolutely agree', 'Generally agree', 'Uncertain', 'Generally disagree' And 'Absolutely disagree' Are given. The minimum coefficient is 18 and the maximum coefficient is 90. The reliability figure discovered by Brafield Roth was 0.87. The reliability score of Gujarati translation by Parikh was 0.89. The reliability score discovered by Srivastava's semi-division method was 0.72. The accuracy of this balance was also found to be high.

#### 2)The Job Involvement

Involvement scales have been used by Lodhal and Kejner (1965). The main reason behind this is that these scales can be a satisfactory measure of Job involvement in the business of any employee. The whole measure of Job involvement can come out. There are a total of 20 statements in this Libra. Four options for each statement in the scales 'Absolutely agree', 'Agree', 'Disagree' And 'Absolutely disagree' Are given. The re-test reliability test by Lodhar and Kejner yielded a score of 0.72 to 0.89. By Dadhaniya (1998) ( $N = 100$ ) The re-test reliability score was found to be as high as 0.94. The accuracy of this balance is Dr. a. P. The accuracy score was found to be 0.75 ( $N = 50$ ) higher than using Singh Varanasi Libra.

### Statistical Methodology

Statistical analysis of information with a view to the purpose of the research presented t- test and Carl Pearson correlation 'r' Will be used.

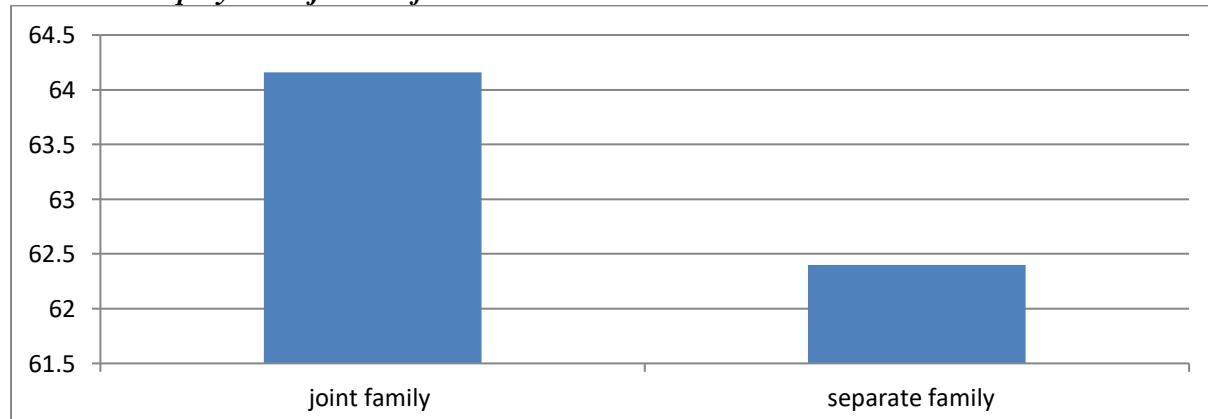
## RESULT AND DISCUSSION

The purpose of the presented research is to conduct a psychological study on the Job satisfaction and Job involvement of joint and separate family employees. The result of which is discussed below.

**Table No. 1 Showing the difference in Job satisfaction between joint and separate family employees 't' Table**

No.	Variables	N	Mean	SD	t'- Value	Level of Sig.
1	Joint Family Employees	30	64.16	8.71	0.54	NS
2	Separate Family Employees	30	62.40	15.52		

**Figure 1: Bar Diagram Showing Mean Difference for joint family and separate family industrial employees in job satisfaction.**



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Table no. 1 shows that in terms of family type of employees, the average of employees living in a joint family in terms of family type of employees is 64.16 and SD is 8.71. As well as the average of employees living in a separate family is 62.40 and SD 15.52. The value of t showing the difference between the median of these two groups is 0.54. Which is smaller than the value of the table. So level 0.05 is not meaningful. Zero hypothesis is therefore accepted. From this it can be said that there is no significant difference between the Job satisfaction of employees living in a joint family and those living in a separate family.

**Table No. 2 Distinguishing between Job involvement of joint and separate family employees 't' Table**

No.	Variables	N	Mean	SD	t'- Value	Level of Sig.
1	Joint Family Employees	30	37.30	8.25	1.15	NS
2	Separate Family Employees	30	34.96	7.31		

**Figure 2: Bar Diagram Showing Mean Difference for joint family and separate family industrial employees in job Involvement.**

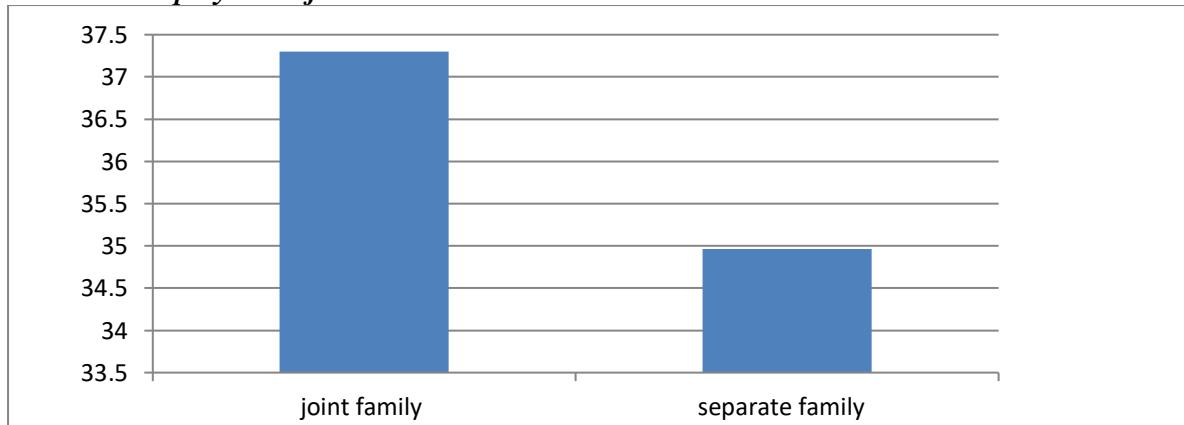


Table no. 2 shows that in terms of family type of employees, the average of employees living in a joint family is 37.30 and SD is 8.25. As well as the average of employees living in a separate family is 34.96 and SD 7.31. The value of t showing the difference between the median of these two groups is 1.15. Which is smaller than the value of the table. So level 0.05 is not meaningful. Zero hypothesis is therefore accepted. From this it can be said that there is no significant difference between the Job involvement of employees living in a joint family and those living in a separate family.

**Table No. 3 Correlation between Job satisfaction and Job involvement 'r' Table showing**

No.	Variables	N	r'-Value
1	Job Satisfaction	60	0.087
2	Job Involvement	60	

There is a 0.087 correlation between Job satisfaction and Job involvement of employees working in the iron industry who live in a joint family and those who live in a separate family. Which shows negligible correlation.

### CONCLUSION

- The research presented does not make a meaningful distinction between the Job satisfaction of employees working in the iron industry who live in a joint family and those who live in a separate family.

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- There is no significant difference between the Job involvement of employees living in a joint family and those living in a separate family.
- There is a 0.087 correlation between Job satisfaction and Job involvement. Which shows negligible correlation.

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### **Acknowledgement**

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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