

## Construction and Standardization of Job Involvement Scale

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### ABSTRACT

An attempt has been made to construct and standardize the job involvement scale for the high school teachers. A well structured scale was administered among them. The sample consists of 100 high school teachers randomly selected from the high schools situated in Anantnag District; J&K. Initially it was constructed with 30 statements related to job involvement of high school teachers. The scale was standardized using 't' test and finally 25 statements were retained for the final study. The present research discusses about the development of the scale to measure the level job involvement among the high school teachers.

**Keywords:** *Job Involvement, High School Teachers*

Education should not be regarded as a luxury. It is however a necessity, rather a bright birth right of every human being. Education is very important for the progress of both individual and society and how it is regarded as a potent instrument for the rapid and effective development through which the standard of living of people, their prosperity and security can be considerably improved. It is education which moulded a man into a pure human being. Teachers are expected to fill many roles in their daily tasks. These roles may include assessor, planner, curriculum developer, information provider, facilitator and resource developer. Job-involvement is the degree to which a person identifies with one's job, actively participates in it, and considers performance important to self worth (Robbinson-1993). A highly job involved person demonstrates a strong desire to be at work, is willing to exert, to cope with the demands of job, and experiences work activities as self-rewarding. A study of Subhash Rane (1993), revealed that nationalized and co-operative banks, industrial institutions, and educational institutions employees belonging to same age group did not differ on job-involvement.

### Objective

The main objective of the study is to develop a research tool which measures the level of Job involvement among the high school teachers.

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### **Content Analysis:**

In order to construct the tool, the investigator referred many books, journals, web-sites, related studies, Ph.D works and discussed with high school teachers and experts in the field of Education and Psychology. The experts analyzed the tool for the relevance of areas, item difficulty, language accuracy and clarity. After a careful scrutiny of the statements, on the basis of 95% agreement among the experts, 30 statements were chosen to be included in the initial draft. Thus the initial draft of job involvement scale consisted of 30 statements.

### **Scoring Procedure:**

Each statement of the scale is followed by five alternatives viz, strongly agree, agree, undecided, disagree and strongly disagree. All the 30 statements of the scale are positive statements. The weightages given to the different responses are as: Strongly Agree=5, Agree=4, Undecided=3, Disagree=2 and Strongly Disagree=1. Therefore, one can get a maximum score of 150 and a minimum score of 30.

### **Preliminary Tryout:**

For the purpose of its tryout, the job involvement scale was administered on a sample of 100 high school teachers randomly selected from high schools situated in Anantnag district of J&K. Respondents were asked to put a tick mark (✓) in the column which is appropriate to them.

### **Item Analysis:**

After pilot study the next step in the standardization of a scale is to find out the 't' value of each item, which forms the basis for item selection. The individual scores of all the 100 respondents were arranged in the descending order from the highest to the lowest score. The top 25% of the subjects with the highest scores and the bottom 25% of the subjects with the lowest scores, served as criterion groups, were sorted out for the purpose of item selection. 't' value for all the 30 items have been calculated with the help of formula suggested by Allen Edwards(1957). Items with 't' value equal or greater than 1.75(Edward. L. Allen, 1957) were accepted and those with 't' value below 1.75 were rejected. For 25 items out of 30, 't' value was found equal or greater than 1.75. Therefore, 25 items were retained in the job involvement scale for the purpose of final try out. Hence one can get a maximum score of 125 and a minimum score of 25. The 't' value of 30 items are shown in the table-1.

**Table-1**

't' value for the statements of the teacher Job involvement scale

Item Number	't' Value	Remarks
1	1.825346	Selected
2	1.788854	Selected
3	5.085287	Selected
4	-0.57937	Not Selected
5	2.691256	Selected
6	3.568428	Selected
7	3.192795	Selected

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Item Number	't' Value	Remarks
8	-0.97373	Not Selected
9	0.567581	Not Selected
10	4.995754	Selected
11	0.105581	Not Selected
12	5.934455	Selected
13	3.801316	Selected
14	1.86509	Selected
15	1.81347	Selected
16	0.103005	Not Selected
17	3.273129	Selected
18	2.286755	Selected
19	8.900857	Selected
20	3.548171	Selected
21	3.651273	Selected
22	2.424571	Selected
23	3.07832	Selected
24	4.59588	Selected
25	2.126248	Selected
26	2.666667	Selected
27	3.545461	Selected
28	2.945942	Selected
29	2.939388	Selected
30	3.246011	Selected

### ***Final Try Out:***

The final version of the scale which consisted of 25 valid statements was administered again on a sample of 100 high school teachers for further statistical operations like calculation of reliability and validity of the scale and preparation of norms for the final scale.

### ***Reliability:***

Reliability refers to accuracy of measurement by a tool. For the present tool, the coefficient of internal consistency has been found to be 0.89 by the Chronbachs- alpha method. The coefficient of stability has been found to be 0.90 by test re-test method. Hence the tool is highly reliable.

### ***Validity:***

Validity is the extent to which a test measures what it purposes to measure. The face validity of the scale has been established beyond doubt that the items selected reflect the various involvement sources that teachers encounter in the teaching job. The scale has construct validity, as the items were selected using 't' value according to Edward L. Allen. The intrinsic validity of scale was found to be 0.949(0.928 in case of temporal consistency) by taking the square root of reliability coefficient. To find out its content validity, the scale was given to experts, and they agreed that the items in the scale provided adequate coverage about the concept.

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### *Norms:*

To obtain the norms, the percentiles have been computed for the raw scores of job involvement scale and are given in the table-2

**Table-2, The percentile norms of the Job Involvement scale**

Components of Job Involvement	Academic aspect 11,12,13,14,16,18,19,20, 22,	Identification with the job 1,3,4,5,6,9,24, 25	Job centrality 2,7,8,10,15,17,21, 23	Job Involvement
Mean	33.46	30.65	31.08	95.15
Standard Deviation	4.967409	4.142353	4.049392	9.97307
Percentiles				
P <sub>10</sub>	29.8	24.9	25.8	81
P <sub>20</sub>	30	27	28	89
P <sub>30</sub>	31	29	29	91
P <sub>40</sub>	33	30	31	93
P <sub>50</sub>	33	31	32	96
P <sub>60</sub>	35	32	32	99.8
P <sub>70</sub>	36	33	33	102
P <sub>80</sub>	38	35	34	103
P <sub>90</sub>	38.9	36	36	105

### *Interpretation Of The Job Involvement Scale Scores:*

The percentile norms were calculated for the teacher job involvement scale scores and norms for the interpretation of the level of teacher job involvement scale for high school teachers is given in the table 3.

**Table- 3, Norms for Job Involvement scores**

Percentiles	N	Score range	Interpretation
Below P <sub>25</sub>	25	90 and below	Low
P <sub>25</sub> -P <sub>75</sub>	50	90-103	Average
Above P <sub>75</sub>	25	103 and above	High

## **CONCLUSION**

Work Involvement possessed by teachers can affect the learning environment. The investigator is hopeful that this scale would be helpful to measure the job involvement level of teachers and to identify the major factors related to job involvement, so that the management and teachers can work together to improve the working environment and conditions for better Job Involvement.

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*Conflict of Interests:* The author declared no conflict of interests.

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