



# **JOB INVOLVEMENT OF SECONDARY SCHOOL TEACHERS**

**T. Sushma Reddy<sup>1</sup>, Dr. J.R.Priyadarshini<sup>2</sup>**

<sup>1</sup>Research Scholar, Department of Education, Acharya Nagarjuna University.

<sup>2</sup>Research Supervisor, Department of Education, Acharya Nagarjuna University.

BOS, Faculty of Education, ANU.

## **Abstract:**

Job involvement is significant job-related behaviour. It shows the degree to which an individual is personally involved with his job. If the teachers are highly involved towards their job, they can produce good results in their personal life. The study aims the job involvement of secondary school teachers. The data was gathered from Guntur district. A simple random sample of 800 secondary school teacher The results were statistically analyzed using Mean, SD and t-test used. The study found that Gender and type of institution are not significantly influencing the job involvement of secondary school teachers. The study also found that the locality is significantly influence the job involvement of secondary school teachers

Keywords: Job involvement; Teachers; Secondary schools.

## **INTRODUCTION**

Job involvement has developed a vital variable in authoritative research. It has drawn the consideration of administration researcher and authoritative analysts. It has incredible significance and centrality in authoritative improvement. Expansive quantities of studies have been directed to see the job involvement among authoritative workers.

## **NEED OF THE STUDY:**

Teachers with high level of job involvement tend to be satisfied with their jobs and highly committed to their organization. A teacher success in the educational process depends upon job involvement. A teacher who has job involvement will not show insincerity in his task. Thus job involvement plays a very important part in moulding behaviour in any organization.

**REVIEW OF RELATED LITERATURE:**

**Manjunath Patil (2021)** made a study on Job Involvement of teacher educators with respect to some variables . We found that The level of job involvement of B.Ed. college teacher educators is low. There is no significant difference between male and female B.Ed. College teacher educators in respect of their job involvement

**Jao-Nan Cheng (2021)** studied on Factors Influencing the Job Involvement of teachers: A Comparison of Japan and Taiwan. A stratified sample of 2135 teachers in Taiwan and 273 teachers in Japan was analysed using ANOVA, Regression Analysis, and SEM. Occupational commitment, workplace spirituality, and job involvement among Japanese teachers exhibited no differences regardless of teacher training channel, gender, or experience, demonstrating stability.

**Vidhi Bodiwala (2020)** observed A study of job involvement among school teachers. The aim of the present study was to evaluate the Job Involvement among School Teachers in relation to their Gender and Type of School.. The findings result that there was no significant difference between Male and Female School Teachers. Significant difference was found between Private and Government School Teachers. Private School Teachers found better Job Involvement than Government School Teachers.

**OPERATIONAL DEFINITIONS OF THE KEY TERMS:**

**Job Involvement:** In the present study, job involvement is the degree to which a person identifies with his or her job, actively participates in it and considers his or her perceived performance level important to self-worth.

**Secondary School Teachers** In the present study secondary school teachers are those teachers which are teaching in Government and Private Schools of Andhra Pradesh State at Secondary level (Class 9th to 12th).

**OBJECTIVES OF THE STUDY:**

The following objectives were formulated for the study.

1. To find out the Job involvement of Secondary School Teachers and to classify them.
1. To find out the influence of the following variables on Job Involvement of Secondary School Teachers i.e.
  - Gender : Male / Female
  - Locality : Rural / Urban
  - Type of Management : Government/ Private

**HYPOTHESES OF THE STUDY:**

1. There would be no significant difference in the Job Involvement of male and female Teachers.
2. There would be no significant difference in the Job Involvement of rural and urban Secondary School Teachers.
3. There would be no significant difference in the Job Involvement of government and private Secondary School Teachers.

**VARIABLES OF THE STUDY:**

For the purpose of verification of objectives of the following variables were considered.

- a. Gender : male / female
- b. Locality : Rural / Urban
- c. Type of Institution : Govt / Private

**SCOPE OF THE STUDY:**

The scope of the present study focus the impact of variables gender, Locality and Type of institution

**De. LIMITATION OF THE STUDY:**

- The study is limited to 800 high school teachers only.
- The study is limited to Guntur district only. .
- The study is limited to gender, locality, and Type of institution only.

**METHOD OF INVESTIGATION:**

- In the present study survey cum descriptive method is used.

**SAMPLE AND SAMPLING:**

A random sample of 800 secondary school teachers in Guntur district only

The researcher adopted Job Involvement scale constructed by Lodahl, T., and Kejner, M. (1965).

The scale consisted of 20 statements having four options namely (1) Strongly Agree (2) Agree (3) Disagree and (4) Strongly Disagree. The positive statements carry a weightage of 4, 3, 2, 1 and the negative ones a weightage of 1, 2, 3, and 4..

**Reliability:** Corrected split-half correlation coefficients were 0.72 for nurses, 0.80 for engineers, and 0.89 for graduate students.

**Validity:** Information about discriminant validity is provided. Four sets of data measured the relationship between job involvement and other variables.

**Factor Analysis:** Multiple factor analytic procedures were performed and a three-factor solution was accepted.

**ADMINISTRATION OF THE TOOL:**

The data was collected from 200 secondary school teachers in Guntur districts The researcher took prior permission from the head of institutions before delivering the questionnaire was distributed to the head and explained the need of the study and gave instructions on how to fill the questionnaire. After the filled date was collected.

**STATISTICAL TECHNIQUES USED:**

Mean, SD, % of Mean, 't' test were calculated.

**ANALYSIS AND INTERPRETATION OF DATA**

**Objective -1:** To find out the job involvement of secondary school teachers and classify them Objective - 1 was analysed by finding Mean, SD, percentage of mean of the scores of total sample of secondary school teachers and tabulated in table 1.

**Table -1: Job involvement of secondary school teachers**

Sample	Number	Mean	% of mean	SD
Whole	800	59.19	73.98	14.92

The above table shows the descriptive statistics of the whole sample on job involvement of secondary school teachers above average.

**Table: 2 – classification of secondary school teachers in their job involvement**

S.no	Level of Job involvement	No of Teachers	Percentage
1.	Low ( $\leq M - \sigma$ )	104	13%
2.	Average (between $M - \sigma$ and $M + \sigma$ )	428	53.5%
3.	High ( $\geq M + \sigma$ )	268	33.5%

53.5% of secondary school teachers are having average level of job involvement. 33.5% of teachers are having high level of job involvement and 13% of teachers are having low level of job involvement.

**Objective – 3:** To find out the influence of the following variables on the job involvement of secondary school teachers.

- Gender, Locality and Type of Institution

Hypothesis –1: There would be no significant difference in the Job Involvement of male and female Teachers.

**Table –**

Gender	N	Mean	SD	SEd	't' value
Male	400	57.32	14.02	0.99	0.88 <sup>NS</sup>
Female	400	58.20	14.24		

NS – Not significant at 0.05 level

The calculated 't' value is 0.88 which is not significant at 0.05 level. Hence the hypothesis accepted.

Hypothesis –2: There would be no significant difference in the Job Involvement of rural and urban Secondary School Teachers.

**Table - 5**

Locality	N	Mean	SD	SEd	't' value
Rural	400	55.31	14.14	0.98	3.60**
Urban	400	58.84	14.18		

\*\* – Significant at 0.05 level

The calculated 't' value is 3.60 which is significant at 0.01 level. Hence the hypothesis rejected

Hypothesis –3: There would be no significant difference in the Job Involvement of government and private Secondary School Teachers.

**Table – 6**

Type of Institution	N	Mean	% of Mean	SD	SEd	't' value
Government	300	159.39	83.01	14.18	0.99	0.9292NS
Private	500	158.47	82.53	14.15		

NS – Not Significant at 0.05

The calculated 't' value is 0.0929 which is not significant at 0.05 level. Hence the hypothesis accepted.

#### **FINDINGS:**

- The percentage of mean value is 78.93 of secondary school teachers in their job involvement.
- **53.5%** of secondary school teachers are having average level of job Involvement. 33.5% of teachers are having high ;level of job involvement and 13% of teachers are having low level of job involvement.
- The variables like Gender and type of institution are not significantly influencing the job involvement of secondary school teachers
- variables like Locality are significantly influencing the job involvement of secondary school teachers

#### **SUGGESTIONS:**

- Teachers need to be regarded as the inevitable and integral part of the institution and should be given opportunities for participation in the management, and also in policy decisions.

### **Educational Implications**

- Minimum facilities must be provided to all the teachers irrespective of place or work and the type of management, in terms of position, service conditions and monetary benefits. They should be given complete freedom within the framework or curriculum to attain excellence.

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