

Volume 8, Issue 9, September 2020

International Journal of Advance Research in Computer Science and Management Studies

Research Article / Survey Paper / Case Study

Available online at: www.ijarcsms.com

A Study on Employee Immersion and Direction of Workers with Special Reference to Private Employees in Tiruchirappalli City

J. Aldrin

AJC

Tiruchirappalli, India.

Abstract: *Quality of an organization can be influenced by the satisfaction or dissatisfaction of employees with the work. If they have the satisfaction in the job, it will lead to job involvement to the employee in the concern. This quality begins when a new employee enters an organization. As such, the intensity of orientating new employees affects their satisfaction at work and in turn influences the job involvement and which results by quality of their input in that organization. A significant problem that continues to confront most organisations is insufficient provision of orientation which results lack in job involvement.*

Keywords: *Employee engagement, Motivation, Management, Job Involvement.*

I. INTRODUCTION

Job Involvement refers to the psychological and emotional extent to which someone participates in his/her work, profession, and company. Showing up to work on time is half the battle. Top performers are engaged in their work and have high job involvement. There have been several studies that directly correlate high job involvement with job satisfaction and how it makes a difference in the organization. For example, Lodahl and Kejner's job involvement scale has been used by corporations in order to gauge their employees' level of satisfaction.

Job involvement enhances individuals' work performance by motivating them to exert greater effort and use their creativity to solve problems and work intelligently. Job involvement and the benefits that flow from it result partly from personality and characteristics of the individual and partly from organizational context, job design, and supervisory behavior. Individuals who possess certain personality traits (e.g., internal locus of control, need for achievement, work ethic endorsement) are likely to be predisposed to become job involved. On the other hand, situational factors such as job design, organizational and psychological climate, and management style all have important influences on employee job involvement. Job design factors appear to have a stronger influence on job involvement for individuals who have a stronger drive to satisfying higher-order psychological needs (i.e., higher-order need strength).

II. REVIEW OF LITERATURE

Singh and Nath (2014) explored the effect of organizational role stress on job involvement on the bank employees. They found employees high on role stress, exhibited lower job involvement than those low on role stress. Study further revealed that organizational role stress was found to be the most powerful predictor of job involvement.

According to Khalid and Rashid Rehman, (2015) they described job involvement as motivation to carry out work and it is highly compatible between personal and organizational goals, which stimulate motivation among the employees to generate positive work outcomes.

Ram & Gantasala (2017) investigated the antecedents and consequences of employee involvement in Jordanian Industry. Bhatla (2011) focused on the need for such employees and how their presence can improve the progress and work efficiency of the organization as a whole. Also focused on the challenges faced by the HR managers to improve employee involvement for an organization's survival.

III. RESEARCH METHODS

OBJECTIVES OF THE STUDY

Primary objective

- To study on job involvement and orientation of employees with special reference to Private Employee in Trichy.

Secondary objectives

1. To assess the job involvement in the employees
2. To know the level agreement towards happy to perform, learning form job and happy with salary
3. To identify the job orientation of the employees
4. To know the level of agreement towards participation in decision making, supportiveness with other workers and adequate income by the job

Research Design : Descriptive research design

Sampling Method : Simple random sampling

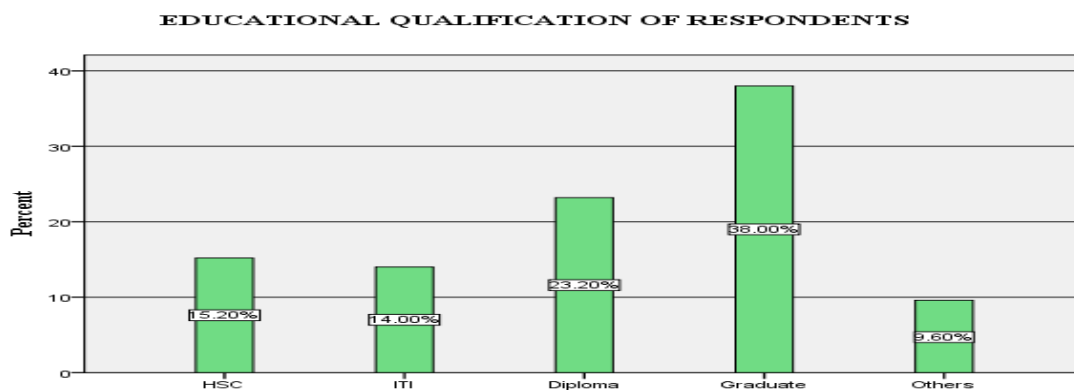
Sample Size : 250

IV. DATA ANALYSIS AND INTERPRETATION

Table no. 1: EDUCATIONAL QUALIFICATION OF RESPONDENTS

	Qualification	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	HSC	38	15.2	15.2	15.2
	ITI	35	14.0	14.0	29.2
	Diploma	58	23.2	23.2	52.4
	Graduate	95	38.0	38.0	90.4
	Others	24	9.6	9.6	100.0
	Total	250	100.0	100.0	

Chart no. 1



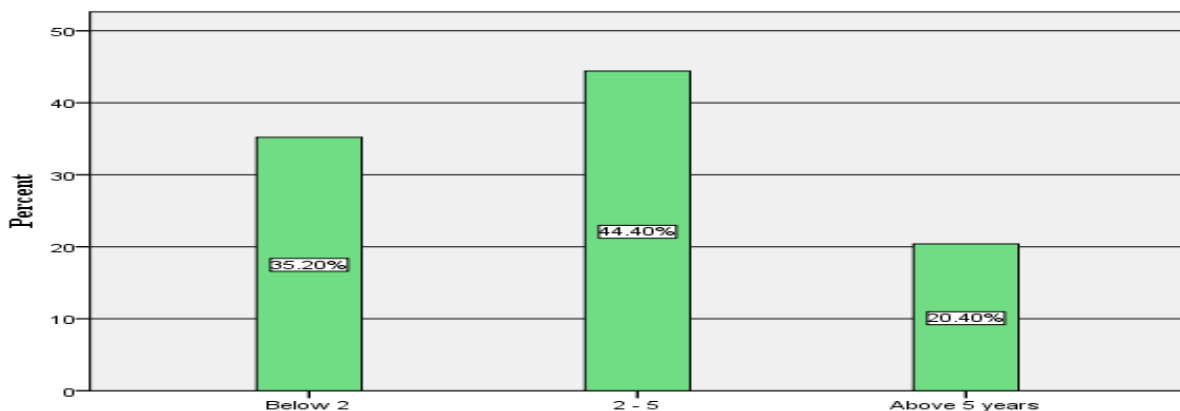
The above table shows that 15.2% of the respondents are in HSC, 14 % of the respondents are in I.T.I, 23.2 % of the respondents are in diploma, 38 % of the respondents are in graduates, 9.6% of the respondents are in other education category. Majority of the respondents belong to the graduate category.

Table no. 2: WORK EXPERIENCE IN PRESENT COMPANY

	Work Experience	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 2	88	35.2	35.2	35.2
	2 - 5	111	44.4	44.4	79.6
	Above 5 years	51	20.4	20.4	100.0
	Total	250	100.0	100.0	

Chart no. 2

WORK EXPERIENCE IN PRESENT COMPANY



The above table shows that 35.2% of the respondents are having below 2 years of experience, 44.4% of the respondents are having 2-5 years of experience, and remaining 20.4% of the respondents are having above 5years experience.

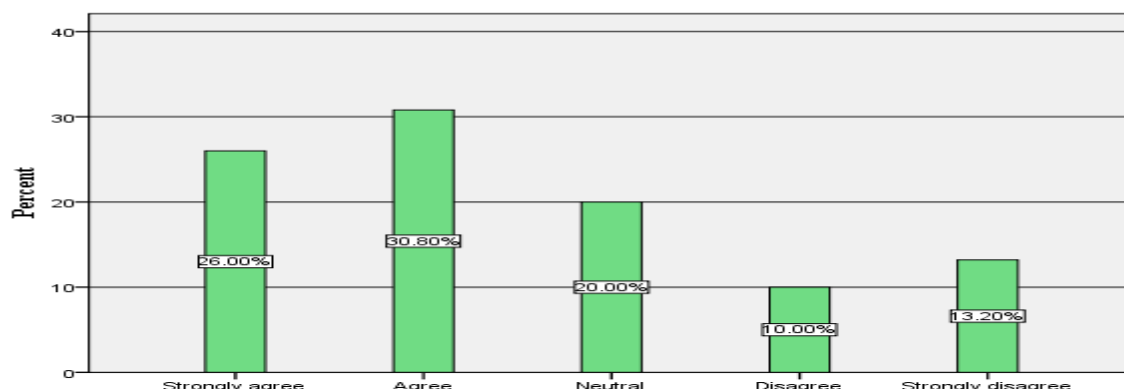
Majority of the respondents are having above 2- 5 years of experience.

Table no. 3: JOB BRINGS THE BEST QUALITIES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	65	26.0	26.0	26.0
	Agree	77	30.8	30.8	56.8
	Neutral	50	20.0	20.0	76.8
	Disagree	25	10.0	10.0	86.8
	Strongly disagree	33	13.2	13.2	100.0
	Total	250	100.0	100.0	

Chart no. 3

JOB BRINGS THE BEST QUALITIES



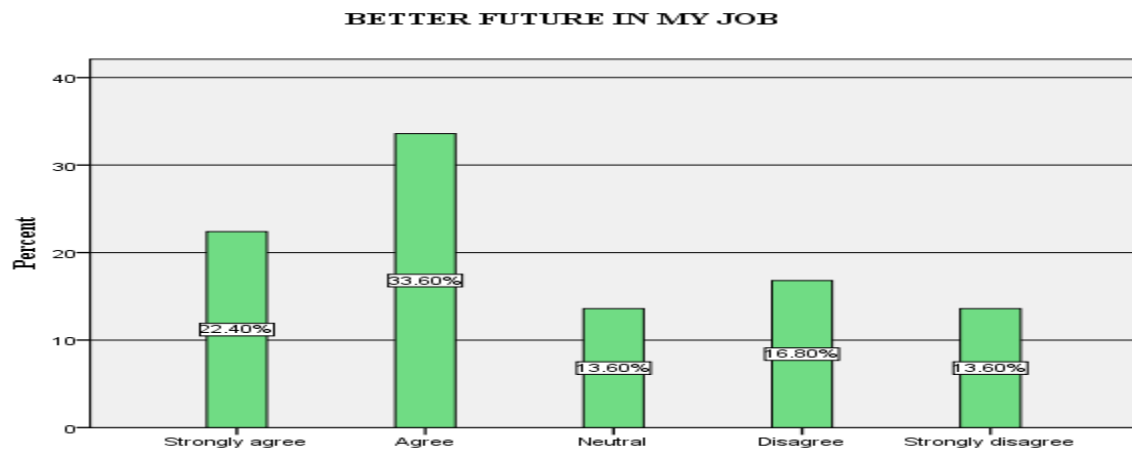
The above table shows that 26% of the employees are strongly agree, 30.8% of the employees are agree, 20% of the employees are neutral, 10% of the employees are disagree and 13.2% of the employees are strongly disagree towards job brings the best qualities.

Thus the majority of the employees are agree towards job brings the best qualities.

Table no. 4: BETTER FUTURE IN MY JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	56	22.4	22.4	22.4
	Agree	84	33.6	33.6	56.0
	Neutral	34	13.6	13.6	69.6
	Disagree	42	16.8	16.8	86.4
	Strongly disagree	34	13.6	13.6	100.0
	Total	250	100.0	100.0	

Chart no. 4



The above table shows that 22.4% of the employees are strongly agree, 33.6% of the employees are agree, 13.6% of the employees are neutral, 16.8% of the employees are disagree and 13.6% of the employees are strongly disagree towards the better future in the job.

Thus, the majority of the employees are agree towards the better future in the job.

Table no. 5: PARTICIPATE IN ANY DECISIONS REGARDING MY JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	71	28.4	28.4	28.4
	Agree	52	20.8	20.8	49.2
	Neutral	36	14.4	14.4	63.6
	Disagree	49	19.6	19.6	83.2
	Strongly disagree	42	16.8	16.8	100.0
	Total	250	100.0	100.0	

The above table shows that 28.4% of the employees are strongly agree, 20.8% of the employees are agree, 14.4% of the employees are neutral, 19.6% of the employees are disagree and 16.8% of the employees are strongly disagree towards participation in Decision. Thus, the majority of the employees are strongly agree towards participation in decision.

Table no. 6: MAINTAIN GOOD RELATIONSHIP WITH OTHER EMPLOYEES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	72	28.8	28.8	28.8
	Agree	60	24.0	24.0	52.8
	Neutral	55	22.0	22.0	74.8
	Disagree	36	14.4	14.4	89.2
	Strongly disagree	27	10.8	10.8	100.0
	Total	250	100.0	100.0	

The above table shows that 28.8% of the employees are strongly agree, 24% of the employees are agree, 22% of the employees are neutral, 14.4% of the employees are disagree and 10.8% of the employees are strongly disagree towards maintain good relation with other employees. Thus, the majority of the employees are strongly agree towards maintain good relation with other employees.

Table no. 7: MY JOB IS GIVEN BETTER RECOGNITION BY OTHERS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	65	26.0	26.0	26.0
	Agree	77	30.8	30.8	56.8
	Neutral	50	20.0	20.0	76.8
	Disagree	25	10.0	10.0	86.8
	Strongly disagree	33	13.2	13.2	100.0
	Total	250	100.0	100.0	

INTERPRETATION:

The above table shows that 26% of the employees are strongly agree, 30.8% of the employees are agree, 20% of the employees are neutral, 10% of the employees are disagree and 13.2% of the employees are strongly disagree towards better recognition by others. Thus, the majority of the employees are agree towards better recognition by others.

Table no. 8: JOB GIVES ADEQUATE INCOME FOR ME

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	85	34.0	34.0	34.0
	Agree	62	24.8	24.8	58.8
	Neutral	29	11.6	11.6	70.4
	Disagree	26	10.4	10.4	80.8
	Strongly disagree	48	19.2	19.2	100.0
	Total	250	100.0	100.0	

INTERPRETATION:

The above table shows that 34% of the employees are strongly agree, 24.8% of the employees are agree, 11.6% of the employees are neutral, 10.4% of the employees are disagree and 19.2% of the employees are strongly disagree towards job provides adequate income. Thus, the majority of the employees are strongly agree towards job provides adequate income.

Chart no. 8

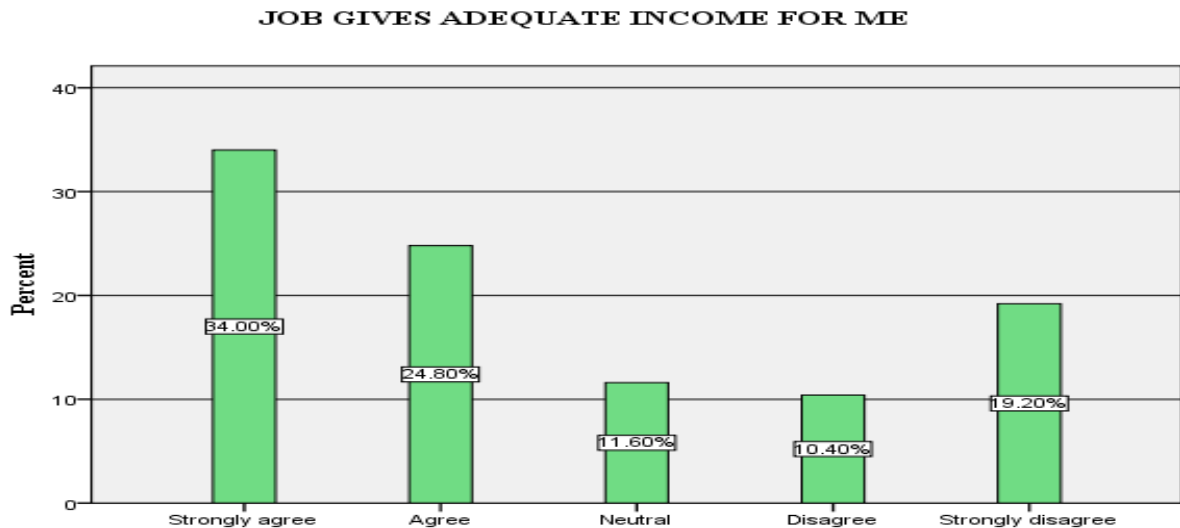


Table no. 9: JOB PROVIDES BETTER CAREER ORIENTATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	62	24.8	24.8	24.8
	Agree	77	30.8	30.8	55.6
	Neutral	50	20.0	20.0	75.6
	Disagree	38	15.2	15.2	90.8
	Strongly disagree	23	9.2	9.2	100.0
	Total	250	100.0	100.0	

INTERPRETATION:

The above table shows that 24.8% of the employees are strongly agree, 30.8% of the employees are agree, 20% of the employees are neutral, 15.2% of the employees are disagree and 9.2% of the employees are strongly disagree towards job provides better career orientation.

Thus, the majority of the employees are strongly agree to wards job provides better career orientation.

Chart no. 9

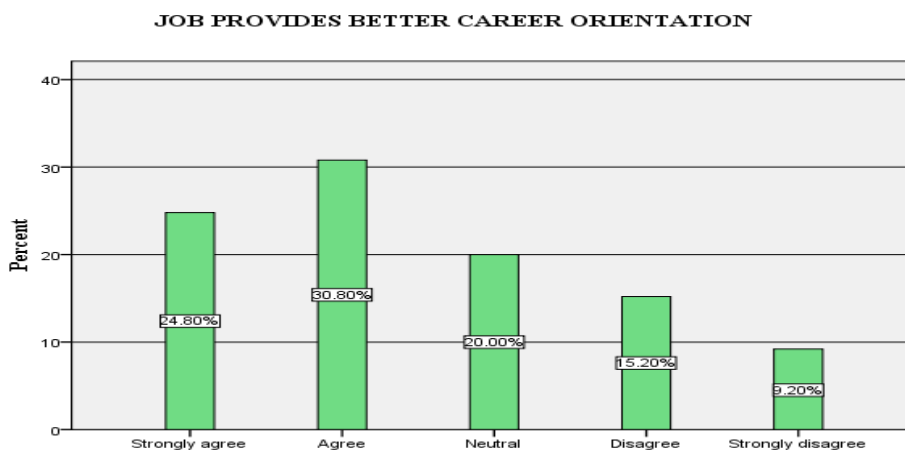


Table no. 10

CHI-SQUARE ANALYSIS

RELATIONSHIP BETWEEN EDUCATIONAL QUALIFICATION AND CLEAR WITH DUTIES OF THE JOB**Null Hypothesis: H₀:**

There is no significant relationship between educational qualification and clear with duties of the job.

Alternate Hypothesis: H₁:

There is significant relationship between educational qualification and clear with duties of the job.

EDUCATIONAL QUALIFICATION OF RESPONDENTS * CLEAR WITH DUTIES OF MY JOB Cross Tabulation

		CLEAR WITH DUTIES OF MY JOB					Total
		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
EDUCATIONAL QUALIFICATION OF RESPONDENTS	HSC	6	11	9	3	9	38
	ITI	12	8	8	4	3	35
	Diploma	18	20	7	7	6	58
	Graduate	28	24	25	13	5	95
	Others	10	4	6	2	2	24
Total		74	67	55	29	25	250

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.787 ^a	12	.385
Likelihood Ratio	12.334	12	.419
Linear-by-Linear Association	.166	1	.684
N of Valid Cases	250		

4 cells (20.0%) have expected count less than 5. The minimum expected count is 2.66.

From this test, the minimum expected count is 2.66. but more cells have expected count less than 5. So null hypothesis is rejected, accept the alternative hypothesis. There is significant relationship between educational qualification and clear with duties of the job.

Table no. 11

CORRELATION ANALYSIS**RELATIONSHIP BETWEEN WORK EXPERIENCE IN PRESENT COMPANY AND JOB GIVES ADEQUATE INCOME**

		WORK EXPERIENCE IN PRESENT COMPANY	JOB GIVES ADEQUATE INCOME FOR ME
WORK EXPERIENCE IN PRESENT COMPANY	Pearson Correlation	1	.039
	Sig. (2-tailed)		.541
	N	250	250
JOB GIVES ADEQUATE INCOME FOR ME	Pearson Correlation	.039	1
	Sig. (2-tailed)	.541	
	N	250	250

The above table depicts the relationship between work experience in present company and job gives adequate income. these two variables have low degree of correlation i.e. 0.039. so, there is a positive relationship between these two variables.

V. FINDINGS

- Majority (22%) of the employees are strongly agree towards clear with the responsibilities of the job.
- Majority (33.6%) of the employees are agree towards the better future in the job.
- Majority (28.4%) of the employees are agree towards happy with salary.
- Majority (32.4%) of the employees are strongly agree towards improve their job.
- Majority (35.2%) of the employees are strongly agree towards perform the activities with less cost.
- Majority (20.8%) of the employees are strongly agree towards participation in decision.
- 36% Thus the majority of the employees are strongly agree towards the job support other workers.
- Majority (28.8%) of the employees are strongly agree towards maintain good relation with other employees.
- Majority (28%) of the employees are agree towards proud of the job.

VI. SUGGESTIONS

- The company must ensure its employees to be happy to perform activities in the job.
- The job should not be bored to the employees then only the job involvement will be increased.
- The employees must have better future in their job, which increase job involvement.
- The team inside of the company must be unity one to increase the productivity of the concern.

- The employees must have the reasonable salary, which only increase the job involvement and in turn maximise its productivity.
- Every employee's role must be an important to the organisation and they must be appreciated often.
- The employees must maintain good relationship with other employees for smooth and mutual work.

VII. CONCLUSION

Employee involvement in job plays a vital role for the success of any company. It is a positive behavior held by the employees towards the company and its values. It is gaining popularity, use and importance in the company and affects company in many ways. Job involvement leads to increased productivity, retention, client trust and profitability. Hence, job involvement and orientation of employees are more importance, where it tells the level of satisfaction of employees at work and it is very important for a company to keep their employees satisfied because, happy employees are productive employees. The study concluded that job involvement and orientation of employees is seen as very important, and rightly so. Involved employees show significant jumps in productivity and improved work relationships, while the disengaged are their mirror opposites – unproductive and uncooperative.

References

1. C.R. Kothari Research Methodology – Wishwa Prakasan Publishers, New Delhi – p 211.
2. Fred Luthans – Organizational Behavior, Irvin/ McGraw - Hill Publishing co, New Delhi. 1998 – p48.
3. K.Tripathi – Personal Management – Sultan Chand & Sons, New Delhi- p245.
4. Stephen P Robbins – Organizational Behavior – Pearson education (Singapore) Pvt., Ltd New Delhi- p456.