

JOB INVOLVEMENT AND TEACHING EXPERIENCE OF SCHOOL TEACHERS: A STUDY

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Abstract

Job involvement is the degree to which one is cognitively pre occupied with, engaged in and concerned with one's present job". It is the intensity of a person's psychological identification with the job usually, the higher one's identification or involvement with the job, the greater the job. Having low job involvement contributes to employees' feeling of alienation of purpose, alienation the organization or feeling of separation between what the employees see as their 'life' and the job they do. People who are successful today define their success on the level of satisfaction. True enough, you might be earning in thousands of dollars, but if you are not satisfied with your job you won't be able to rise. Total dedication to your work is required and that equals job involvement. It is about how serious about your work and getting it done. Money is no doubt a motivational factor but money is not everything. For most of the successful people, job involvement defines the satisfaction they get from work and vice-versa. Older workers are usually more involved with their jobs, perhaps because they have more responsibility and challenge and more opportunity to satisfy their growth needs. Older workers are also more likely to believe in the value of hard work.

Introduction

Job involvement is the degree to which one is cognitively pre occupied with, engaged in and concerned with one's present job." It is the intensity of a person's psychological identification with the job usually, the higher one's identification or involvement with the job, the greater the job. Many of us would confuse dedication and sincerity and tag them as the same. But this is not so your dedication stems from the sincerity you show at work. But the sincerity with which you are doing it defines your job involvement more than dedication itself. Dedication is therefore and offshoot of sincerity. Job refers to the work for which we receive regular payment' It is a particular task or piece of work that we do. It means a responsibility or duty. Involvement is the act of taking in something' It is the act of giving a lot of time and attention to something we care about. Job involvement is the ability of feeling Strong association with the job and its environment and to improve continuously one's competence according to one's worth. Teaching Experience: An act of knowledge in a subject' one or more, by which single factor general truths are ascertained; experimental or inductive knowledge; hence, implying skill' facility' or practical wisdom gained by personal knowledge, feeling or action; as, a king without experience of war.

Social factors can also influence job involvement 'Employees who work in groups or teams report stronger job involvement than employees who work alone. participation in decision making is related to job involvement, as it is the extent to which employees support organizational goals. Feelings of success and achievement on the job enhance one's level of job involvement.

Objectives

1. To assess the job involvement of the Hr. Sec. School Teachers.
2. To find out the job involvement of the Hr. Sec. School Teachers with respect to age and gender.
3. To find out the job involvement of the Hr. Sec School Teachers with respect to locality, educational qualification and type of management.
4. To find out the difference between job involvement and teaching experience of the Hr. Sec. School Teachers.

Hypotheses

1. There is no significant difference between male and female teachers with respect to their job involvement.
2. There is no significant difference between rural and urban teachers with respect to their job involvement.
3. There is no significant difference among Hr. Sec' School teachers job involvement with respect to the teaching experience
4. There is no significant difference between Hr. Sec. School teachers job involvement with respect to type of management'

Methodology

Method

Among the survey method which comes under the category of descriptive research as it is concerned with the present attempts to determine the status of the phenomenon under investigation. The normative survey method gathers data from a relatively large numbers of cases at a particular time. It is not concerned with the statistics that result when data are abstracted from a number of individual cases. It is essentially cross sectional.

Sample

The investigator used random sampling method to select the samples for the present study. Random sampling method is the most popular sampling technique and it is the basis of other types of probability sampling' For the present study the investigator has selected 200 teachers from 10 higher secondary schools in Karur district randomly. The sample includes both male and female teachers who are working as higher secondary schools in Karur district. The following table represents the details regarding the schools and the number of teachers who constitute the sample of the study. the following tables show the items collected from the Hr. Sec. School teachers by using questionnaire.

Table - 1
Distribution of Sample with respect to Gender

S.No.	Gender	No. of respondents	Percentage
1	Male	92	46
2	Female	108	54
	Total	200	100

Tools

The investigator used Job Involvement Scale by Ashok Prather Singh for the collection and analysis of data to arrive at the conclusions.

Delimitations

The present investigation conducted in various higher secondary schools in Karur district in Tamil Nadu.

Analysis

Analysis and interpretation are central step in the research process. The goal of analysis is to summaries the collected data in such a way that the provide answers to the question the triggered the research' Analysis of data means studying the tabulated material in order to determine inherent facts or meanings' It involves breaking down existing complex factors into simple's parts and putting the parts together in new arrangement for purposes of interpretation. Interpretation in such for the broader meaning of research' Interpretation is the search for the broader meaning of research findings. This search has two major aspects' First' there is the effort to establish continuity in social research through linking the result of one study with those of another. secondary, interpretation reads to the establishment of explanatory concepts.

Table -2
Difference between male and female teachers with respect to their job involvement

Gender	No. of Sample	Mean	S.D.	't' Value	Significant at 0.05 level
Male	92	154.97	10.71	2.35	Not Significant
Female	108	158.99	13.09		

The calculated value of 't' (2.35) is less than the table 1.98 at 0.01 level of significance. Hence it is concluded that there is no significant difference between male and female teachers with respect to their job involvement.

Table -3
Difference between rural and urban teachers with respect to their job involvement

Locality	No. of Sample	Mean	S.D.	't' Value	Significant at 0.01 level
Rural	93	156.87	12.03	0.29	Not Significant
Urban	107	157.37	12.39		

The calculated value of 't' (.29) is less than the table 1.98 at 0.01 level of significance. Hence it is concluded that there is no significant difference between rural and urban teachers with respect to their job involvement.

Table -4
Difference among Hr. Sec. School teachers job involvement with respect to the teaching experience

Experience	No. of Sample	Mean	S.D.	't' Value	Significant at 0.01 level
Below 15 years	80	156.9	12.24	0.23	Not Significant
Above 15 years	120	157.3	12.21		

The calculated value of 't' (.23) is less than the table 1.98 at 0.01 level of significance. Hence it is concluded that there is no significant difference among Hr. Sec. School teachers job involvement with respect to the teaching experience.

Table -5
Difference between Hr. Sec. School teachers job involvement with respect to type of management

School	No. of Sample	Mean	S.D.	't' Value	Significant at 0.01 level
Government	126	157.02	12.41	0.189	Not Significant
Private	74	157.35	11.89		

The calculated value of 't' (0.189) is less than the table 1.98 at 0.01 level of significance. Hence it is concluded that there is no significant difference between Hr. Sec. School teachers job involvement with respect to type of management.

Findings

- ✘ The following results are found in the present study
- ✘ There is no significant difference between male and female teachers with respect to their job involvement
- ✘ There is no significant difference between rural and urban teachers with respect to their job involvement
- ✘ There is no significant difference among the Hr. Sec. School teachers job involvement with respect to their age.
- ✘ There is no significant difference among the Hr. Sec. School teachers job involvement with respect to the teaching experience.
- ✘ There is no significant difference between Hr. Sec. School teachers job involvement with respect to type management.

In any research study, it is desirable to discuss the result in the light of previous research finding to make certain recommendations. In the current study the investigator studied the job involvement and emotional intelligence among the school teachers. Recommendations of a research study are vital from the point of view that they generate interest for further research. The school teachers should participate many training programmes for their job involvement to reduce the unknown facts in their jobs'

Educational Implication

1. Develop the teacher's interest in practicing meditation and fast skills in job.
2. Maintaining good rapport between the management and teachers.
3. Keeping good relationship among the staff members and students.
4. Preceding necessary helps to the teachers.
5. By giving rewards, applauds make the teacher to work high and high.
6. Work allocation is needed for satisfaction and involvement.
7. Encouraging greater job involvement may positively influence work -related behavior.

Conclusion

On the basis of the findings, it can broadly be concluded that job involvement and teaching experience improving teaching process. Since teachers are backbone of education, it is suggested that way should be taught to enhance teaching process. Enhancing job involvement in teachers community increases their performance also teacher must take care to enhance learning process among students which to pave to increase their academic achievement. when the experience increase job involvement increase.

Recommendations and Suggestions

1. Colleges/ university should organize the personality development programs for enhancing the teaching experience.
2. Importance of job satisfaction in classroom environment must be dealt in all the in-service programmes for teachers at various levels.
3. Articles on teaching experience and job satisfaction can be disseminated by the teachers through their personal experience

References

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