

Job Involvement among Employees Employed in Government and Non-Government Hospitals

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ABSTARCT

The present investigation in to find out the Job Involvement among Employees Employed in Government and Non-Government Hospitals in Relation to their Gender Male and Female. The sample consisted of 120 Employees Employed in Hospital out of which 60 where male and 60 where female. For this purpose of investigation Job Involvement Inventory By lodhel and crezner (1985) was used. The obtained data were analyzed through 't' test to know the mean difference between Employees Employed in Government and Non-Government Hospitals in Relation to their Gender. The result shows that There is a significant difference between Job Involvement of Employees Employed in Government and Non-Government Hospitals. There is a significant difference between Job Involvement of male and female Employees Employed in Hospitals.

Key Words: Job Involvement, Male, Female, Government and non Government Employees.

INTRODUCTION

Durkheim (1893) a prominent sociologist introduced the concept of job involvement in the research literature and emphasized the value of job involvement in industrial setup. Lawler and Hall (1970) referred to job involvement as the —psychological identification with one's work as well as —the degree to which the job satisfaction is central to the person and his identity. Saleh and Hosek (1976) identified four different interpretations of the job involvement concepts. According to them a person is involved: when work to him is of central interest, when he actively participates in his job, when he regards performance as central to his self-esteem and when he views performance as consistent with his self-concept. Thus it can be said that job involvement is psychological identification of an individual with his work and this identification motivates him to keep performing his task until the goal accomplish. An individual with high job involvement experiences high motivation and sense of pride in one's work. Only if an employee would be involved in his job profits can be achieved by the industries.

Highly job involved manpower is the biggest asset for a company. It's important for the employers as well the society at large. It is considered to be an essential factor contributing to absenteeism, accidents, turnover, organizational socialization, organizational commitment and productivity. Thus it becomes very important for each and every organization to keep a watch on the levels of job involvement of their employees. So the organization and its effectiveness don't get affected negatively. The term job involvement has been used synonymously with terms such as ego involvement, central life interest, intrinsic motivation, occupational involvement, moral etc.

Job involvement has emerged an important variable in organizational research. It has drawn the attention of management scientist and organizational psychologists. This variable is being studied with different prospective in the organization. It has great importance and significance in organizational development. Large numbers of studies have been conducted to see the job involvement among organizational employees. Lodhal and Kejner(1965) defined job involvement as "the degree to which a person identified psychologically with his/her work or the importance of work in his/her total self-image". A person psychological identification with his work may be outcome of his early socialization process during which the individual may internalized the values about the goodness of work.

Kanungo (1982) describe job involvement as a cognitive state of uni-dimensional psychological identification from a motivational approach. Kanungo (1982) defined job involvement as individual as individual as individual's perception or belief that he is identified with his/her job. He further clears the difference between job and work. He stated "a job means an individual's present work, while work means work in general". According Lawler and Hall, 1970, and Blau, 1985 Job involvement involves only a single aspect, namely the three degree to which a person perceives the total work situation to be an important part of life, and to be central to their identity, because of the opportunity to satisfy important needs.

OBJECTIVE OF THE STUDY

1. To study difference Job Involvement of Employees Employed in Government and Non-Government Hospitals.
2. To study difference Job Involvement of male and female Employees Employed in Hospitals.

HYPOTHESES OF THE STUDY

Ho1 : There is no significant difference between Job Involvement of Employees Employed in Government and Non-Government Hospitals.

Ho2 : There is no significant difference between Job Involvement of male and female Employees Employed in Hospitals.

METHOD

SAMPLE

A sample of the present study consisted of 120 Employees was randomly selected from Ahmedabad city, Gujarat. (60 of government and 60 of Non-Government Hospitals Employees)

TOOLS

investigation Job Involvement Inventory By lodhel and crezner (1985) was used it contains 20 Question Mark Types of Question asked in the questionnaires, it It was obtained by stratified proportions cluster random sampling techniques.

PROCEDURE

After establishing the rapport with selected Job Involvement Inventory were administered in group setting. The purpose of the present study was to study the Job Involvement level of Employees Employed in Government and Non-Government Hospitals in reference to gender. The data for the present study were personally collected by me from the Employees selected for the collection of data. The obtain data from 120 male and female Employees were analyzed with the help of mean, S.D. and 't' test.

RESULT AND DISCUSSION

The raw scores were statistically analyzed in terms of means, standard deviation, 't' test were used to compare Job Involvement among Employees Employed in Government and Non-Government Hospitals in relation to their gender(Male and Female).

Table no. 1 Showing 't' value and mean difference between Job Involvement of Employees Employed in Government and Non-Government Hospitals.

Group	N	Mean	S.D.	't' Value	Sign.
Government Employees	60	54.61	6.66	4.94	.05
Non-Government Employees	60	59.85	4.99		

NS = Non – significance at 0.05 level

The above result table No.1 we can see that 't' test was used to know the representing type of Hospitals (60 Government and 60 Non-Government Hospitals Employees). In 60 Government Employees as samples and mean of this sample 54.61 and SD was 6.66, in Non-Government Hospitals means Employees was 59.85 and SD was 4.99 and 't' value was 4.94, it was significance difference at 0.05 level. Thus the null hypothesis, I which states "There is no significant difference between Job Involvement of Employees Employed in Government and Non-Government Hospitals." Was rejected. Thus it is concluded significant difference in Employees Employed in Government and Non-Government Hospitals.

Table no. 2 Showing 't' value and mean difference between Job Involvement of Male and Female Employees Employed in Hospitals.

Group	N	Mean	S.D.	't' Value	Sign.
Male	60	58.66	5.62	2.70	.05
Female	60	55.63	6.81		

The above result table No.2 we can see that 't' test was used to know the representing type of Gender Employees Employed in Hospitals (60 male and 60 Female Employees). In 60 male Employees as samples and mean of this sample 58.66 and SD was 5.62, in Female Employees means was 55.63 and SD was 6.81 and 't' value was 2.70, it was significance difference at 0.05 level. Thus the null hypothesis, I which states "There is no significant difference between Job Involvement of male and female Hospitals Employees." Was Rejected. Thus it is concluded significant difference in Male and Female Hospitals Employees.

CONCLUSION

1. There is a significant difference between Job Involvement of Employees Employed in Government and Non-Government Hospitals.
2. There is a significant difference between Job Involvement of Male and Female Employees Employed in Hospitals.

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