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Research Paper HRM

Factor Analysis on Job Involvement with special reference to Women Faculties of Engineering Colleges

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ABSTRACT

Job involvement as the individual's belief towards his or her present job and he also stated that job involvement acts as a catalyst to satisfy the individual present's needs. The present study reveals that the Factor Analysis on job involvement with special reference to women faculties of engineering colleges. The universe of the study 1000 women faculties working in 20 engineering colleges in Trichy region of Anna university.Out of the universe a sample unit of 250 women faculties taken up for the study the sample unit is chosen on Stratified Proportionate sampling method.In this study, the researchers found the four factors of job involvement were inter-correlated with them and job involvement. So there is a significant difference between job involvement factors affecting job involvement.

KEYWORDS : Job Involvement, Women Faculties, Factor Analysis

INTRODUCTION

Education is basically the influence which the teacher exerts on the students entrusted to his care. Effective teachers are required in the classroom because even the best curriculum and most perfect syllabus remain ineffective in the absence of a good teacher. Hence retention of high quality teachers becomes important. It is also important to understand the factors behind the retention of the good teachers.

The University Education Commission (1948) emphasised the importance of the teacher and his responsibility. The commission was categorical about the need for improving his status, salaries, service conditions, and about providing facilities for the pursuit of knowledge and performing his duties satisfactorily. In creative work like teaching, job satisfaction remains the 'sine-qua-non' and plays a very significant role in attracting and retaining the right type of persons in the profession. The term 'Faculty' refers to the teaching staff or the academic staff of any university or college. Institutions employ faculty members to attain the mission and goals of the organization. A faculty who is well qualified and highly motivated is critical to the success of the institution. But, even in top universities in developing countries, faculty have less of graduate level training which limits the degree of knowledge imparted to the students (Higher education in developing countries, 2000).

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 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".

OBJECTIVES OF THE STUDY

To identify factors that impact Job Involvement for women faculties of engineering colleges.

HYPOTHESIS OF THE STUDY

The present study tested the following Null hypothesis.

NH: There is no significant difference between factors affecting job involvement .

PERIOD OF THE STUDY

This study covers a period of three months from October to December 2013.

METHODOLOGY

Sample Frame

The universe of the study comprises 1000 women faculties working in 20 engineering colleges in Trichy region of Anna university.Out of the universe a sample unit of 250 women faculties taken up for the study the sample unit is chosen on Stratified Proportionate sampling method.

Data Collection Method

Primary data collected from respondents by administering a structured questionnaire dealing with various aspects of workplace sequences. This study was carried out through a survey method using questionnaires as the main instrument. This 27 items questionnaire requires the respondent to answer each item on a likert scale format with 5 choices per item is used ranging from "strongly disagree" to "strongly agree".

Statistical Tools

Primary data were collected, tabulated. A pilot study was carried out to revise the questionnaires and for item analysis. The validity and reliability of the questionnaires were measured. The internal consistencies of scale were assessed through computing Cronbach's Alpha. Factor analysis and Correlation were used in this study.

Limitations of the Study

The outcome of the study will be applicable only to these colleges and women faculties. So the results cannot be generalized.

Statement of Problem

In India over the years, there have been private initiatives in education initially for philanthropic reasons and eventually in professional and even in general higher education to meet the growing demand Privatization of higher education has emerged in several forms and types in the recent decade in India. It is indispensable to understand the level of job involvement attained by employees and the teaching faculty of self financing colleges, because the level of job involvement attained by employees would help to frame strategies not only to improve the involvement, but also for the efficient practice of privatization policy.

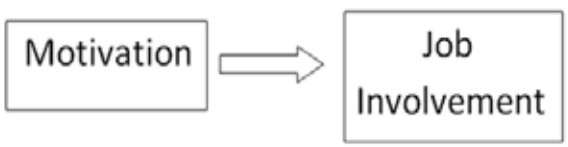
Theoretical framework of the study

The conceptual framework explains that job involvement among academicians is influenced by job involvement factors such as motivation, personal factors, training and job characteristics. The dependent variable is Job involvement. The independent variable is job involvement factors.



REVIEW OF LITERATURE

According to the latest job involvement's research, Uygur and Kilic (as cited in Khalid and Rashid Rehman, 2011) described job involvement as motivation to carry out work and it is highly compatible between personal and organisational goals, which stimulates motivation among the employees to generate positive work outcomes. Whereas, Hung (2008) stated that job involvement is one's cognitive needs' fulfillment, which assists him or her to work harder and boost up his or her performance. Indeed, a higher degree of job involvement among the members of an organisation is essential to enhance the organisational effectiveness (Liao and Lee, 2009).

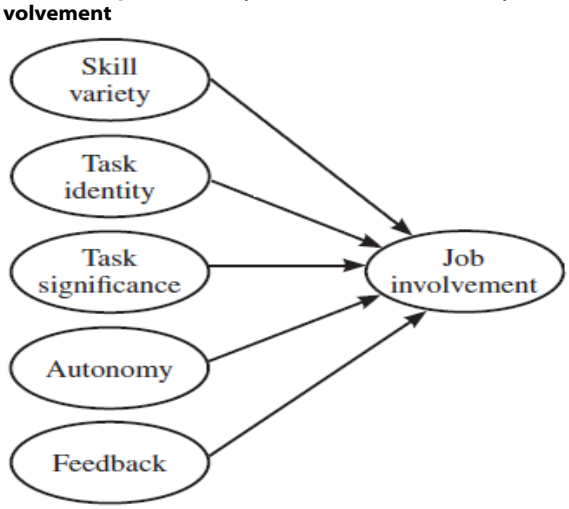


Adaptedfrom:Govender,S.&Parumasur,S.B.(2010).TheRelationshipbetweenEmployeeMotivationandJobInvolvement.SAJEMSNS,13(3),237-253.

Fromthe other point of view, Sparrow (1998) defined training as a management practice that can be regulated or manipulated to evoke a needed set of unwritten, reciprocal behaviours and attitudes; it encompasses job involvement, motivation and organisational commitment.

According to Cooper et al. (as cited in FarhanAkhtar, Ali, Sadaqat, and Hafeez, 2011), he found that there is a positive relationship between training programs and employees' job involvement. He accentuated that if the company can offer financial benefit to the higher performers and recognize their efforts, it will motivate them to work towards some extends through adapting new skills, knowledge and competencies which will ultimately enhance the organisational performance.

Relationship between job characteristics and job involvement



Adapted from: Chen and Chiu (2009). The Mediating Role of Job Involvement in the Relationship Between Job Characteristics and Organizational Citizenship Behavior. *The Journal of Social Psychology,* 149(4), 474–494.

FINDINGS

Table No.1: Reliability and Validity of Job involvement Questionnaire

Item	No of Items	Mean	Variance	Std. Deviation	Cronbach's Alpha
Job Involvement	27	100.60	103.479	10.172	0.802

Source: Primary data

Table No.2: Factorial Validity by KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.806
Bartlett's Test of Sphericity	Approx. Chi-Square	1843.458
	Df	351
	Sig.	0.000

Source: Primary data

Table No.3: Loading of scale items on factors by Rotated Factor Matrix

Job Involvement Components	Component			
	1	2	3	4
Factor 1- MOTIVATION				
I believe that my salary is competitive as compared to similar jobs in other organisation	0.718			
I am satisfied with the provided recognition for my achievement.	0.698			
I am satisfied with my benefit package	0.689			
I am satisfied with provided development opportunities	0.657			
I am satisfied with my physical working environment	0.610			
The greatest satisfaction in my life comes from my job	0.411			
Factor 2-TRAINING				
I see myself as someone who makes plans and follows through with them		0.683		
Participating in training activities socialize well with other employees.		0.604		
Participating in training activities help me to achieve my career objectives.		0.560		
I see myself as someone who likes to cooperative with others.		0.553		
I see myself as someone who has creative imagination		0.534		
Participating in training activities able to help me develop my knowledge, skills and abilities		0.531		
My work is very important to me		0.435		
I see my job requires number of skills		0.433		
Factor 3-JOB CHARACTERISTICS				
I am really a perfectionist regarding to my work.			0.644	
I am very much involved in my work personally			0.608	
I see my job involves doing a complete job from beginning to end			0.598	
I see my job provides me high degree of freedom to make decision.			0.579	
I have very strong ties with my current job which would be very difficult to break			0.552	

I see my job provides me a better recognition or reward for doing a good job			0.534	
Factor 4-PERSONAL FACTORS				
Participating in training activities is helpless to me as I have all the needed knowledge and skills				0.695
Other things in my life are more important than my work				0.588
I see myself as someone who is emotionally unstable, easily upset				0.460
Participating in training activities help me to increase my salary and get promotion				0.442
I am willing to put more efforts to upgrade my skills and competencies just for learning's sake				0.427
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.				
a. Rotation converged in 8 iterations.				

Table No.4: Correlation Matrix

	Motivation	Training	Job characteristics	Personal Factors	Job Involvement
Motivation	1				
Training	0.513**	1			
Job characteristics	0.426**	0.466**	1		
Personal Factors	0.156*	0.102*	0.054*	1	
Job Involvement	0.793**	0.779**	0.713**	0.437**	1

Source: Primary datasignificant at the 1% level,*significant at the 5% level.**

ANALYSIS AND DISCUSSION OF RESULTS

- **Reliability:**

Cronbach alpha is the most widely used method for checking the reliability of scale, and item analysis was conducted for testing validity.

It may be mentioned that its value varies from 0 to 1 but satisfactory value is required to be more than 0.6 for the scale to be reliable (Cronbach 1951; Ismail and Velnampy, 2013;). In this study reliability statistics for 27 job involvement items was 0.802 as shown in Table no.1. High reliability indicates that these items for mostly suitable for analysis.

- **KMO and Bartlet's Test of Sphericity:**

Measure of Kaiser-Meyer-Oklin (KMO) is another method to determine the appropriateness of data for factor analysis. KMO Statistics varies between 0 and 1. Kaiser (1974) recommended that values greater than 0.5 are acceptable; between 0.5 to 0.7 are moderate; between 0.7 to 0.8 are good and between 0.8 to 0.9 are superior(Field,2000). Bartlet's testof sphericity is the final statistical test applied in this study for verifying its appropriateness (Bartlet, 1950). In this study, the value of KMO for 27 Job involvement items was 0.806. This value indicated sample taken to process factor analysis was statistically significant.

- **Factor Analysis**

After examining the reliability of the scale and the appropriateness of data, the job involvement questionnaire was subjected to Principal Component Factor Analysis followed by Varimax Rotated Factor Analysis, which yielded four factors. The solution was obtained by using fixed number of factors. Accordingly 6 items were selected for factor 1- Motivation, 8 items were selected for factor 2- Training, 6 items were selected for factor 3 – Job characteristics and 5 items for factor 4- Personal factors.

- **Correlation Matrix**

As shown in the table no.4, there is high degree of correlation between factors of job involvement and job involvement. From the table, personal factors inter-correlated with motivation, training & job characteristics with significant at 5% level. Other factors are inter-correlated with significant at 1%level.Based on correlation value, since P value less then 0.01, null hypotheses rejected at 1% level and since P value less then 0.05, null hypotheses rejected at 5% level.

FINDINGS AND CONCLUSION

Results showed that reliability statistics for 27 job involvement items at 0.802 indicates high reliability. Of these 27 items KMO value of this study at 0.806, indicates sample taken to process factor analysis to be statistically significant. In addition to KMO Bartlett's test of Sphericity chi-square value was 1843.458. This value also confirmed that it was statistically significant. This value indicates that data were statistically significant for the factor analysis. In this study, 27 job involvement items were taken for factor analysis. By using fixed number of factors, items were subjected to Principal Components Factor Analysis, which yield motivation, personal factor, training and job characteristics factors. Out of 27 items, 2 items were value under 0.4. So that 2 items were excluded. Out of 25 items, 8 items indicates the factor as a training. From the correlation matrix table, using the four factors were inter-correlated with them and job involvement. Motivation is highly associated with job involvement. Because the academicians believe that their salary is competitive and they are satisfied with recognition provided for their achievement, benefit package, provide development opportunities and their physical working environment. Motivation highly inter-correlated with training.According to table no.4, null hypothesis is rejected at 1% and 5% level. So there is a significant difference between job involvement factors affecting job involvement. The researcher found that motivation and training is an important factor of job involvement for women faculties of engineering colleges.

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