Impact of Work Involvement on Career Orientation of Working Women

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ABSTRACT *Work involvement adds to quality of higher education. One of the basic requirements of quality higher education is the commitment and involvement of teacher. The present study examined the impact of work involvement on career orientation of women working in degree collages. The field study data for the cross section of people collected and used for the present analysis. Data collected from 350 women employees working in degree collages. It has been found from the study that the career orientation of women in terms of attending and presenting papers in state, national and international conferences and seminars, teaching and research extension, and teaching and capabilities have not been influenced by work involvement. However, publication of research works of women employees have been significantly and negatively influenced by work involvement. Therefore, the work involvement of has to be reoriented to ensure the career orientation of women faculty working in degree collages.*

KEYWORDS : Work Involvement, Career Orientation, Women Employees, Higher Education

Introduction:

Work involvement adds to quality of higher education. One of the basic requirements of quality higher education is the commitment and involvement of teacher. Accordingly, higher the work involvement leads to higher quality education. Therefore, quality of higher education directly depends on involvement of faculty in their work. Understanding and rectifying the problem work involvement is essential to ensure the quality in the higher education. Work involvement is a necessary condition for smooth running of academic activities in work place. Furthermore, the career orientation of working women in degree collages is determined by various factors like, dual role, role conflict, work involvement, job stress, job satisfaction and problems of women. The career orientation of women varies based on these factors. It is assumed that in the absent of these factors the career orientation of women will be optimum. Hence, examining the impact of these factors has gained at most importance in the academic arena. Having this background, in the present paper an attempt has been made to examine the impact of work involvement on career orientation of women working in degree collages.

Work involvement of women have been identified by number of factors like; (1) work ethics, (2) commitment to work, (3) time consciousness in work, (4) preparation and home work for duties, (5) Flexibility and work management, (6) expertise in subjects, and (7) honesty in marking attendance and valuation, (8) abide to code of conduct.

The career orientations of women have been grouped in to four categories namely; (1) attending and presentation of papers in conferences and seminars at state, national and international levels, (2) publication of research work, (3) teaching and research extension, and (4) teaching and capabilities. Having said the nature of work involvement and career orientation it will be interesting to have a close examination of interactions between work involvement and career orientation of women employees working in the degree collages.

Review of Literature:

Work involvement is necessary for better performance and career orientation (Saleh & Hosek, 1976). A positive work involvement is pre-condition for work excellence. Today the educated women have more awareness about their rights in the work places and conscious about their career orientation (Powell & Posner, 1989). Work ethics, commitment to work, and time consciousness have played major role in work involvement (Muhammad & Muhammad, 2011). Preparation and home work for duties, flexibility and work management are pre-requisite for profession (Harper, Baldwin, Gansneder, & Chronister, 2001). Expertise in subjects, honesty in marking attendance and valuation, and abide to code of conduct lead to excellent career orientation through work involvement (Armenti, 2004). Highly educated and paid women have consciousness towards their duties (Mahajan, 1966). Women professor relatively have more stress due to their role conflict, which negatively influence her career orientation and overcome from these kinds of stress and conflict there is need of work involvement (Smith, Anderson, & Lovrich, 1995). Gender does affect the professionalism (DeVault, 1999). As a matter of fact, married women showed lower job involvement and orientation (Kyung-Moon, 2002). Lack of work involvement has been resulted from works life imbalance and role conflict (Sakthivel, Kamalanabhan, & Selvarani, 2011), (Noor & Sahibzada, 2012). However, how work involvement of women helps her career orientation among the women employees in the degree college has not been examined thoroughly and present study tries to fill this gap.

Methodology:

The field study data for the cross section of people collected and used for the present analysis. Data collected from 350 women employees working in government, university and private collages in various urban, semi-urban and rural places, in different disciplines and also studied in Kannada and English medium working as assistant and associate professors with different qualification and experiences. Information collected from the employees have been first converted to scores and by using scores the index value has been computed for each individual respondent by using following formula;

$$Index = [(OV\text{-}MIN) / (MAX\text{-}MIN)] * 100$$

Where;
OV = Observed value, MIN = Minimum value, and MAX = Maximum value

By using index values for career orientation and work involvement of women employees the following regression model has been constructed;

$$COW = \alpha + \beta\,(WIW) + \varepsilon$$

Where;

α represents constant and β represents co-efficient of WIW and ε is a error term,

COW = Career orientation of women, and WIW = Work involvement of women

Based on the equation no (1) four working models have been con-

structed to estimate the impact of work involvement on different career orientation segments as mentioned above.

$COWAPCS = \alpha + \beta (WIW) + \varepsilon$ $COWPRW = \alpha + \beta (WIW) + \varepsilon$ $COWTRE = \alpha + \beta (WIW) + \varepsilon$

$COWTC = \alpha + \beta (WIW) + \varepsilon$

Where;

COWAPCS = Career orientation of women in attending and presentation of papers in conferences and seminars.

COWPRW = Career orientation of women in publication of research works.

COWTRE = Career orientation of women in teaching and research extension.

COWTC = Career orientation of women in teaching and capabilities.

Results and Discussion:
The regression models have been run to estimate the impact of work involvement on attending and presentation of papers in conferences and seminars, publication of research works, teaching and research extension, and teaching and capabilities. The theoretical assumption is that work involvement has positive impact on career orientation and it has been tested in the model. The results of the models have been presented below;

$COWAPCS = \alpha + \beta (WIW) + \varepsilon$

$\wedge COWAPCS = 27.162 - 0.210 (WIW)$

    t: (8.429)   (-0.395)

  Sig: (0.000)   (0.693)

R2 : 0.69

It has been found from the above regression results that the model is fairly good fitted. The constant of the model is positive and significant at one percent level. The coefficient of independent variable is negative but not significant. Therefore, work involvement of the women employees not significantly influencing the career orientation of women employees in terms of attending and presenting papers in state, national and international conferences and seminars. It has been proved by the results that work involvement is not sufficient for attending and presenting papers in state, national and international conferences and seminars. Accordingly, women faculties working in the degree collages are not supported from work involvement for attending and presenting papers in state, national and international conferences and seminars.

$COWPRW = \alpha + \beta (WIW) + \varepsilon$

  $COWPRW = 25.529 - 0.148 (WIW)$

    t: (14.891)   (-2.795)

  Sig: (0.000)   (0.005)

R2 : 0.82

It has been found from the above regression results that the model is highly good fitted. The constant of the model is positive and significant at one percent level. The coefficient of independent variable is negative and significant. Therefore, work involvement of the women employees significantly influencing the career orientation of women employees in terms of publication of research work. It has been proved by the results that work involvement will negatively affect the publication of research work. Accordingly, publication of research work of women has been reduced due their work involvement.

$COWTRE = \alpha + \beta (WIW) + \varepsilon$

$\wedge COWTRE = 42.779 + 0.037 (WIW)$

    t: (19.432)   (0.691)

  Sig: (0.000)   (0.490)

R2 : 0.59

It has been found from the above regression results that the model is good fitted. The constant of the model is positive and significant at one percent level. The coefficient of independent variable is positive but not significant. Therefore, work involvement of women employees does not significantly influencing the career orientation of women employees in terms of teaching and research extension. It has been proved by the results that work involvement will not affect the teaching and research extension. Accordingly, women faculty working in the degree collages are not having problem with work involvement in order to engaging in teaching and research extension.

$COWTC = \alpha + \beta (WIW) + \varepsilon$

$\wedge COWTC = 37.270 + 0.025 (WIW)$

    t: (15.935)   (0.462)

  Sig: (0.000)   (0.644)

R2 : 0.48

It has been found from the above regression results that the model is moderately good fitted. The constant of the model is positive and significant at one percent level. The coefficient of independent variable is positive and significant. Therefore, work involvement of women employees does significantly influencing the career orientation of women employees in terms of teaching and capabilities. It has been proved by the results that work involvement will not affect the teaching and capabilities. Accordingly, women faculty working in the degree collages are not suffering from work involvement in terms of teaching and capabilities.

Conclusion:
The present study examined the impact of work involvement on career orientation of women working in degree collages. It has been found from the study that the career orientation of women in terms of attending and presenting papers in state, national and international conferences and seminars, teaching and research extension, and teaching and capabilities have not been influenced by work involvement. However, publication of research works of women employees have been significantly and negatively influenced by work involvement. Therefore, women have lesser opportunities in the degree collages to publish their research work. At the same time, work involvement of women has been proved to be insufficient for better career orientation. Therefore, the work involvement of women has to be reoriented to ensure the career orientation of women faculty working in degree collages.

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