



Effects of Job Involvement Among Rural Librarians in Ramanathapuram District Tamilnadu

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ABSTRACT

The purpose of this paper is to explore the job involvement of the employees career from side to side proper coordination and comfortable environmental situation in work place. Job involvement was the critical element for motivation job satisfaction and also to reveal that the job involvement has a direct relationship with job involvement by way of their working style, approach towards the attainment of libraries department goal, job involvement improvement, librarian of new talent and skills etc. The main objective of the study is to identify the job involvement among librarians in Ramanathapuram district. The stratified random sampling technique was used in this study. The sample size of the study is 50 respondents. The statistical tools used in this study, mean and standard deviation. This study concludes that the governments take some more rural libraries employees about the increase in job involved.

KEYWORDS : job involvement

INTRODUCTION

This study aimed to analyze the job involvement among the employee working in libraries, Ramanathapuram district, Tamilnadu. Based on the literature, it is identified that job related factors Job involvement factors are the factors considered as the influencing factors of job effort. Job involvement is considered as the dependent variable. However, job involvement is the consequences of the libraries. Here, the selected study variable briefly explained.

Concept of job involvement

Lawler and Hall (1970) defined the job involvement as; the degree to which a person perceives his total work situation to be an important part of his life and to be central to him and his identity because of the opportunity it affords him to satisfy his important needs.

Paullay, Alliger and Stone-Romero (1994) defined the job involvement as "The degree to which one is cognitively preoccupied with, engaged in, and concerned with one's present job"(p. 225). It is one of the key factors of employee's empowerment and employee's participation in decision making. Involvement in decision-making and other related matters of one's job can enhance the performance of employee. It also creates the sense of ownership in employees who are involved in decisions regarding their job and its related activities.

They grow in expertise and thus become even more valuable to their employer and the organization. Importance of motivation, commitment and job involvement in the workplace is obvious as well motivated and committed employees with high levels of job involvement affect both their own as well as organizational outcomes (**Lawler, 1986**).

Job involvement is a function of individual difference and the work situation. Thus demographic and work experience variables are expected to relate to job involvement. Positive relationships are expected with age, tenure, years in occupation, education, having children, and gender. There is no evidence for a strong relationship between job involvement and performance (**Cohen, 1999**).

According to steers and black (1994), job involvement refers to the extent to which a person is interested in and committed to assigned tasks. However, this is not to say that person is happy or satisfied with the job, only that he feels a responsibility towards ensuring that the job is done correctly and with and with a high standard of competence.

REVIEW OF LITERATURE

The literature study also gives past information, the positive and negative aspects of earlier work and helps the researcher to proceed in the right direction to reach the desired goal. In this direction, some studies have been conducted in "effects of job involvement among Tamil Nadu in librarians" such as developed this sector.

Allam (2002) examined job involvement of bank employees in rela-

tion to job anxiety, Personality Characteristics, job burnout, age and tender. The result revealed that the job anxiety. Job burnout, age and tender were significant related to job involvement.

Aminabhavi (1996) found in his study that the professionals with high job involvement have significantly higher quality of life in comparison to the low job involvement.

Ajay Bhatia et al., (2012) conducted a study an relationship between impacts of job involvement on organizational effectiveness it is found that job involvement was the crucial element for organizational effectiveness and also to reveal that the job involvement has a direct relationship with organizational effectiveness by way of their working style, approach towards the attainment of organizational goal, quality improvement, acquisition of new talent and skills etc.

Joshi (1998) compared the private and public Job involvement and work. Involvement of job Satisfaction, consisted of publish and private sector employees. On whom Job satisfaction scale, Job Involvement scale and work Involvement scale were administration. Personal data sheets were also used to collect information regarding sex, age, length of result indicate that the public and private sector employees differ significant in term of their Job satisfaction, Job involvement and work involvement.

Naaz (1999) studied the job involvement of textile mill workers in relation to job characteristics and demographic variable. Result indicated that the skill variety in one of the component. The result also indicated that the task identity and skills variety were found predictors of job involvement.

Ashok (2002) found that when involvement is low. The relationship one has with the company cannot be really strong. On the other hand when involvement is high the relationship stays strong even at low level of satisfaction. Further more while establishing the relationship between committed and involvement he observed that on committed employees in marketing were low the involvement factors.

Venakatachalam et al. (1998) carried out study banks, schools and government offices subordinates. The study was aimed to find out the effect of job level, organizational identity on job involvement and job satisfaction. The results showed that supervisors were more job involved and more satisfied from their job in comparison to their subordinates. Results also revealed that the employees working in banks were more job involved show greater level of job satisfaction than those working in schools and government officers. They also reported that the significant effect of job level on job involvement and job satisfaction and the organizational identity significantly influenced job satisfaction but not the job involvement.

RESEARCH METHODOLOGY

Pilot study

A Pilot study was carried out with 80 respondents. During the Pilot

study, problems faced by the respondents in filling up the questionnaire were identified and necessary corrections were incorporated and the final draft of the questionnaire was framed.

Reliability Test

	Rural libraries	Item
Job involvement	0.664	23

In this study Descriptive research design was used. The convenient sampling technique is considered to select job involvement among the librarians in Ramanathapuram. The statistical tools used for analysis mean and standard deviation in this study both Primary data and Secondary data collection methods are used.

OBJECTIVE OF THE STUDY

To identify the job involvement about librarians in Tamil Nadu.

To analyze job involvement variable in rural libraries.

To identify the job effective of improvement in libraries employees.

To justify the rural libraries scope and features in Tamil Nadu.

LIMITATIONS OF THE STUDY

The respondents of the study only in Ramanathapuram, District.

The accuracy of the information depends upon the respondents.

The researcher faced the problem of unwillingness of the respondents to answer the questions.

Due to shortage of time and other constraints the study has been limited to 50 respondents.

STATEMENT OF THE PROBLEM

Generally, education is very important very vital to the urban a countryside people now-a-days. Likewise is also extremely important to the public libraries. Most of the public libraries Tamilnadu governments all district open other than somebody citizens not using the libraries, with enriched private library but this library is not for public. The objective for almost people need be they have village and then recently book and very small room here. Libraries data stand not separate order, and libraries data base is no record, computer data base maintenance not to be a library stock. That is libraries no open a regularity time and no extend for time. Libraries more than books story books available in these libraries. And no obtainable for internet specialties. Whereas the rustic does not have such facilities mostly for the people there. The public libraries to learn education is not properly. If these facilities are put into service in the rural libraries.

ANALYSIS AND INTERPRETATION

This study examines the job involvement among librarian in Tamilnadu. Descriptive research method adopted. Simple random technique applied to collect 80 samples. The researcher has used the tool by Akyay UYGUR (2009). There are 23 statements are measured job involvement scale. It is found that the Reliability coefficient for job involvement (0.83). Further, collected data through Anova, Mean and standard deviation are calculated.

Table 1: job involvement based on age group of the librarians

Age	Mean	S.D	Anova Result		Post hog
			F-value	p-value	
Below 30 Years	4.21	1.41	9.661	0.001*	1 Vs 2, 3
31-40 years	4.84	1.26			
Above 50 years	4.93	1.28			

Source: Primary data computed; *Significant at one percent level, **

Significant at five percent level.

Interpretation

Table 1: explains the librarian’s opinion towards their job involvement based on their age group. The respondents are asked to rate their opinion in the five point scale. Where five stands for strongly agree and one stand for strongly disagree. Mean and standard deviation values are calculated based on the collected data. Age group classified into three groups namely below 30 years, 31 to 40 years and above 50 years. Further, mean and standard deviation values calculated. The above 50 years age group librarians are highly rated towards the job involvement (4.93). The corresponding standard deviation values indicated that librarian’s opinion towards their job involvement is not varied as much. Hence, it is hypothesized as follow.

H₀: There is no difference of opinion towards job involvement based on age group of the employees.

In order to examine the above stated hypothesis, one way analysis of variance test is applied. From the test value, the calculated p-values are found to be significant. Hence, the stated hypothesis is rejected. It is stated the librarian opinion towards their job involvement level is varied based on their age groups. Further, Bonferroni Post hog test is employed to identify the which age group is varied. It is found that less than 30 age group librarian’s opinion is varied with other age groups librarians with regards to job involvement. It is found that above 50 years old librarians having higher level of job involvement than others.

CONCLUSION

Rural libraries play a major role in job involvement in enhancing the data of the libraries employees and faculty. Though the rural libraries do have adequate collection as a blend of print and non print forms, they are in lack of networked information services, security services and automation. The future libraries will have all these facilities. Library professional’s must assist students and suggest to select, judge correct information and to opt for materials for self-paced learning and programs that support new ways of education and deliver information resources. The rural libraries should be flexible, creative, and closely allied with the academic disciplines. The library take part in this study are involved with the collections and their job.

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