



## A Psychological Study of Job Involvement Among B.S.N.L. Employees

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### ABSTRACT

*Modern age is the age of tele-communication. In our country B.S.N.L. is the main organization providing tele-communication services, Thousands of employees are working in it. It is interesting to study how far they are involved in their job. In the present study an attempt is made to examine the job involvement of these employees. The problem was "A psychological study of Job involvement among B.S.N.L. employees." The sample was consisted of 480 employees of Rajkot district. Two variables were taken, namely, Education and Types of Job. The Job Involvement Scale was used to measure involvement of the employees. The conclusions drawn were as follows : (1) There is a significant mean differences between education of employees with reference to their job involvement. (2) There is no significant mean differences between types of job of employees with reference to their job involvement.*

### Keywords :

### INTRODUCTION

This is the age of tele-communication. In the urban areas as well as in the rural areas, people use telephone freely. According to a rough estimate the landline network has reached to a 206.8 million subscribers (2007). The figure shows that this sector is progressing with a tremendous speed. In the world India's tele-communication system comes to the Fourth number. In India the communication system is run by mainly B.S.N.L. and M.T.N.L. B.S.N.L. is the oldest organization, which has the history of 150 years. It was started for the service of East India Co. Then it was became the part of P.W.D. After that it was known as P & T Department. (Post and Telegraph Dept.)

From the year 2000 it has separated from the postal dept. and is now known as B.S.N.L. According to the above information it is clear that this is an old and a huge organization. Thousands of employees are working in it. It becomes interesting from the point of view of research to know about their job involvement. i.e. how far they are interested in their work. In the present study the attempt is made to find out the how B.S.N.L. workers are involved in their job.

### METHODOLOGY :

#### Objectives of the Study :

- (1) To find out the job involvement of B.S.N.L. employees
- (2) To study the effect of various variables on the job involvement of B.S.N.L. employees.

#### Statement of the problem :

A Psychological study of Job involvement among B.S.N.L. employees.

#### Hypotheses :

- (1) There is no significant mean differences between educating of employees with the reference to their job involvement.
- (2) There is no significant mean differences between types of job of employees with the reference to their job involvement.

#### The Sample :

The sample is consisted of 480 B.S.N.L. employees of Rajkot district. They were randomly selected.

#### Tools :

Following tools were utilised in the present study :

#### (1) Personal Data Sheet :

In this sheet the name of the employee, age, sex, education, type of job etc. were asked.

#### (2) The Job Involvement Scale :

This scale is standardized by Prof. Loghal and Kejnar, There are 20 statements related with the job involvement of the individual. It is a Likert type scale. There is a five point from Completely Agree to completely disagree. Marks are given from 1 to 5.

The Reliability of the scale is .90 by Test-Retest Method. The validity of the scale is also high.

#### Procedure :

The scale was administered individually to the employees. Each employee was given proper instruction. The total score of each employee was calculated. Thus scores of 480 employees were collected.

#### Variables :

##### Independent :

- (1) Education
- (2) Type of Job.

##### Dependent :

The scores obtained on the Job Involvement Scale.

##### Controlled :

The instructions given to all groups of employees were the same.

#### Result and Discussion :

The result obtained by using the scale were subjected to the statistical analysis. The t-Test was used to find out the differences between means of education and types of job.

#### Table -1

Showing the mean differences between education of employees with reference to Job Involvement.

Education	N	Mean	SD	t	Signi.
Graduate	240	40.59	0.90	2.07	S
Under Graduate	240	40.77	1.00		

\* Significatn at 0.05 level.

The obtained t is 2.07 is significant. The hypothesis no.1 is rejected. indicating that there is a difference in job involvement of the graduate and the under graduate employees.

Let us now look at the results of the types of the job the B.S.N.L. employees are performing. Because it is interesting to find out what effect the type of the job has on the job involvement.

Table-2 shows the mean differences between types of the job of employees with reference their job involvement.

**Table-2**  
**Showing the mean differences between type of job with reference to job involvement.**

Job Type	N	Mean	SD	t	Signi.
Technical	240	40.08	8.07	0.10	NS
Non-Tech.	240	41.29	8.46		

\*Not significantt at 0.05 level.

The obtained t is 10 is not significant. The hypothesis no.2 is retained indicating that there is no difference in job involvement of the technical and non-technical employees. Both types of employees get the same amount of the satisfaction. Their salary is almost the same and thus they take active part in their job equally.

- Conclusion :**
- (1) There is a significant mean differences between education of employees with the reference to their job involvement.
  - (2) There is no significant mean difference between types of job of employees with the reference to their job involvement.