

THE EFFECT OF EMPLOYEES JOB INVOLVEMENT ON JOB PERFORMANCE

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Abstract

Job Involvement is with the person who is involved in job who is highly motivated and feels a sense of pride in his work. In recent years, it has been found that Job Involvement has become a necessity for an individual to accept fully the organizational demand placed upon him by his membership in an organization. Human interactions are needs of a man and necessary for society. Favourable organizational environment occurs when people work effectively by raising Job Involvement and job commitment. Establishing interpersonal relationship with the employees and a good support from the superiors seem to be instrumental to the development of responsibility and Job Involvement. Job Involvement has been widely studied by industrial psychologists with special reference to employee's job satisfaction, participation and performance. This study found that the relationship among job involvement variables and well-being from the R values it is inferred that the variables have relationship with itself. Organization try to make interesting and goals oriented are positively and highly correlated with well-being, carried in this organization, personal meaning and staying organization for long time has negatively correlated.

Key words: Job involvement. Job satisfaction, Job interest, loyalty

Introduction

Job Involvement indicates a person's psychological identification with one's job and work. The notion of Job Involvement is closely related to motivation. Involvement

can result from the fulfilment of motivation and new sources of involvement can generate other motivation. The Job Involvement is grounded in motivation theory: Maslow (1943) proposed that individuals would seek to satisfy their need for self- esteem by becoming involved in their work. The concept of Job Involvement has much importance because of its important role is providing employee's need and the quality of work life. Job Involvement had been described with reference to several terms and conditions, for instance, central life interest, work role involvement, ego involvement, ego involved performance, occupational involvement, morale and job satisfaction. The attitude of Job Involvement represents the degree to which the total job situation thought as being central to one's life self-concept. If an employee is working in an organization for a long period of time his Job Involvement might be increased. The workers called as high job involved group are more satisfied in comparison to low job involved group. Job Involvements have an effect on performance an Greater degree of job satisfaction of employees. The Job Involvement of Marketing Professionals depends on putting their heart and soul in their work.

Employee perception is a process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment. Perception is not necessarily based on

reality, but is merely a perspective from a particular individual's view of a situation. In dealing with the concept of organizational behavior, perception becomes important because people's behavior is based on their perception of what reality is, not on reality itself; the world as it is perceived is the world that is behaviorally important. Human nature can be very simple yet very complex too. An understanding and appreciation of this no pre-requisite to effective employee perception in the workplace and therefore

effective management and leadership, there is a known fact that without perception, nothing can be done in an organization and for doing any task we need a perception which is accepted by all the employees in an organization. The perception helps each and every individual in the organization to carry the things in different ways as the organization needs different perceptions to make successful results. Favorable organizational environment occurs when people work effectively by raising Job Involvement and job commitment. Establishing interpersonal relationship with the employees and a good support from the superiors seem to be instrumental to the development of responsibility and Job Involvement. Job Involvement has been widely studied by industrial psychologists with special reference to employee's job satisfaction, participation and performance.

Review of literature

Shore, t.; thornton iii, g. & shore, L. (1990) assessed the current level of, and relationship between, employee motivation and job involvement among permanent and temporary employees in various departments in a financial institution. This cross-sectional study was undertaken on 145 employees who were drawn by using a simple random sampling technique. Data were collected using the Employee Motivation Questionnaire (Fourie, 1989)

and the Job Involvement Questionnaire (Lodahl & Kejner, 1965) and, was analysed using descriptive and inferential statistics. The results indicate that there are significant intercorrelations among the majority of dimensions and sub-dimensions of employee motivation and job involvement. Recommendations are presented to provide practitioners and managers with guidelines for enhancing employee motivation and job involvement respectively.

Agusramadani and Lia Amalia (2018) examined the employees' involvement toward their jobs and company should be rewarded with the feeling of satisfaction from the employees themselves. Furthermore, to acquire the sufficient portion of job involvement from its employees. This study is a descriptive quantitative study. The method of analysis used was SEM (Structural Equation Modeling) with employee of Indonesia Broadcasting as the sample. The data was collected using questionnaire system; from the data meeting the criteria 150 with employee of Indonesia Broadcasting as respondents were obtained as the sample of research. Considering the result of analysis, the researcher found that job involvement affects significantly the turnover intention and job satisfaction. In the other hand, Job satisfaction was not affects significantly to the turnover intention. The researcher concluded that the deeper a job involvement in his or her job the number turnover intention will decrease and the number job satisfaction will increase.

OBJECTIVES OF THE STUDY

- To study the employee perception on job involvement, organizational commitment, and organizational support.
- To investigate the employee job involvement in minda corporation limited.
- To find out the employee's organizational commitment in minda corporation limited.
- To analyze the relationship between job involvement, organizational support and organizational commitment.

RESEARCH METHODOLOGY

The research design that was used for the study was a descriptive research design. A descriptive study collects data in order to answer questions about current status of the subject or topic of study. Descriptive research design was appropriate for this study because this study was concerned with finding out what the factors are, that employee

perception on job involvement and organizational commitment in the organization. The data were collected from both primary and secondary sources. The research design for this research is descriptive in nature. Descriptive research studies attempt to obtain a clear and accurate description of a situation. The main characteristics of this method are that the researcher has no control over the variable; he can only report what had happened methods of all kinds, including comparative and correlation methods. Data refers to information or includes numerical figures, non-numerical figures, descriptive facts, and qualitative information. The task of data collection begins after research problem has been defined and research plan has been decided the nature of the data is both primary and secondary data.

Due to time and resource constraint the sample size has been as 120 in consultation with the company guide and the project guide. Simple random sampling has been used in this study. Simple random sampling is used for selection of homogeneous sample for the study. It is a non-probability sampling. Statistical tools were used for this paper is, **regression**, correlation.

Analysis and Interpretation

TABLE NO: 1

RESPONDENTS OPINION TOWARDS INVOLVEMENT IN PRESENT JOB

S.NO	ATTRIBUTES	NO OF RESPONDENT	PERCENTAGE
1	Strongly Agree	60	50
2	Agree	38	32
3	Neutral	19	16
4	Disagree	3	3
	Total	120	100

Source: primary data

INTERPRETATION:

From the above table 4.1 it is shows that the majority of the respondent were strongly agree that the employees were more involvement in present job, and very few people were disagree with the involve present job. It is found that most employees were more involvement in their present job. And it is suggested that the company to maintain the same level to improve employees job involvement.

TABLE NO: 2
RERSPONDENTS OPINION TOWARDS JOB INTEREST

S.NO	ATTRIBUTES	NO OF RESPONDENT	PERCENTAG E
1	Strongly Agree	62	52
2	Agree	37	31
3	Neutral	12	10
4	Disagree	7	6
5	Strongly Disagree	2	2
	Total	120	100

Source: primary data

INTERPRETATION:

From this above table 4.2 indicates that the most of the employees are strongly agree that there have more interest in this job because the employees do not have much stress. And very less employees were strongly disagreeing with their job interest it is observing that most of the employee were very interest in their job and it also suggested that company have to maintain and update some additional benefits.

TABLE NO: 3

RESPONDENTS OPINION TOWARDS FEEL OF ORGANISATION PROBLEMS

S.NO	ATTRIBUTES	NO OF RESPONDENT	PERCENTAGE
1	Strongly Agree	43	36
2	Agree	36	30
3	Neutral	20	17
4	Disagree	8	7
5	Strongly Disagree	13	11
	Total	120	100

Source: primary data

INTERPRETATION:

From the above table 4.5 it is understood that the more respondent are strongly agree that they feel the organization’s problems are their own. The employees have a freedom to solve their problem by their own in the organization. Few of them are disagree because they are not much involved to face their problem they need help from higher officer or supervisor to solve it. To suggest that the HR department should focus on maintain good relationship among the employees.

TABLE NO: 4

RESPONDENTS OPINION TOWARDS LOYAL TO THE ORGANIZATION

S.NO	ATTRIBUTES	NO OF RESPONDENT	PERCENTAGE
1	Strongly Agree	68	57
2	Agree	33	28
3	Neutral	7	6

4	Disagree	7	6
5	Strongly Disagree	5	4
	Total	120	100

Source: primary data

INTERPRETATION:

Majority of the respondent are strongly agree that the employees are always loyal to the organization because they get all the benefits from the organization. Only few employees are not loyal to the organization. It is because they are facing some problems inside the organization and they don't want to be loyal to the organization.

TABLE NO: 5
RESPONDENTS OPINION TOWARDS ITS WELL – BEING

S. NO	ATTRIBUTES	NO OF RESPONDENT	PERCENTAGE
1	Strongly Agree	33	28
2	Agree	17	14
3	Neutral	22	18
4	Disagree	33	28
5	Strongly Disagree	15	13
	Total	120	100

source: primary data

INTERPRETATION:

The table 4.12 show that there is equal percentage of agree and disagree, the half of the employees are agree that they have their contribution is well being in the organization half of the employees are contribution are not value in the organization. It is because half of the

employees utilize the work place and opportunity which they have and others are not aware of the opportunity they have.

TABLE NO: 6 EMPLOYEES JOB INVOLVEMENT

FACTORS OF JOB INVOLVEMENT	Mean	Std. deviation
To me my job is only a small part of who I am	1.71	0.824
My interest are centered around my job	2.02	2.631
Most of personal goals are job oriented	1.86	0.998
Spend the rest of my career in this organization	1.9	0.883
I really feel as if this organizations problems are my own	2.27	1.308
I do not feel like part of the family at my organization	1.48	0.961
This organization has a great deal of personal meaning of employee	3.72	1.573
If employee quit the job	2.29	1.239
Too much of my life would be disrupted if I decided I wanted to leave my organization right now	2.05	1.302
Move from company to company too often	1.88	1.204
Person must always be loyal to his or her organization	1.73	1.083
The organization values my contribution to its well being	2.83	1.416
Even if I did best job possible the organization would fail to notice	2.1	1.405
The organization tries to make my job as interesting as possible	1.9	1.212

INTERPRETATION

The table 4.15 shows that the respondent opinion about employee’s job involvement. The calculated mean values ranged between 2.83 to 1.48 the standard deviation values lies between 0.83 to 2.63, from the mean value it is indicated that well-being (2.83) has secured highest mean value then other statements have secured mean value, and the employee felt the organization not like a part of their family statement secured lowest mean score of (1.48). It is founded so, the most of the employees have good opinion about job involvement in the

organization.

TABLE NO: 7

THE RELATIONSHIP BETWEEN JOB INVOLVEMENT AND WELL BEING

FACTORS	Job involvement	
	r - value	p - value
Goals are job oriented.	0.037	0.693
Spend my career in this organization	-0.05	0.597
Organization has personal meaning	-0.142	0.129
Staying with organization as desire	-0.037	0.695
Organization values its well - being	-0.021	0.823
Make my job as interesting	0.098	0.298

INTERPRETATION

Table 4.16 shows that the relationship between job involvement and well-being.

Ho: there is no relationship between job involvement and well-being.

In order to examine the above hypothesis Pearson correlation is employed. The table 4.16 explain the relationship among job involvement variables and well-being from the R values it is inferred that the variables have relationship with itself. Because r values are significant and also positive and negative. Hence, the stated hypothesis is rejected. Organization try to make interesting and goals oriented are positively and highly correlated with well-being, carried in this organization, personal meaning and staying organization for long time has negatively correlated. I just found that the organization try to make their employees job in interesting manner and it helps to the employees achieve their goals, in their organizational level.

FINDINGS

- ❖ It was found the majority of the respondent were strongly agree that the employees were more involvement in present job, and very few people were disagree with the involve present job.
- ❖ It was found that the most of the employees are strongly agree that there have more interest in this job because the employees do not have much stress. And very less employees were strongly disagreeing with their job interest it is observing that most of the employee were very interest in their job.
- ❖ Majority of respondents are strongly agree that the employees are achieve their goals basedon the suitable job.
- ❖ The majority of the respondent are agree that they are spent the rest of their career in this organization, because most of the employees work in the same organization.
- ❖ It is found that the more respondent are strongly agree that they feel the organization's problems has their own.
- ❖ Majority of respondent are strongly agree that the employees are not feel like a part of thefamily in an organization.
- ❖ the majority of respondent are agree with that the employees are not afraid of what happen if they quit their job without having another are lined up because the need of the employeesis satisfied.
- ❖ strongly agree with that the employee would not leave their organization because they getenough facility in the organization.
- ❖ The employees are agree that they have their contribution is well being in the organizationhalf of the employees are contribution are not value in the organization.
- ❖ The respondent opinion about employee's job involvement. The calculated mean values ranged between 2.83 to 1.48 the standard deviation values lies between 0.83 to 2.63,

from the mean value it is indicated that well-being.

- ❖ The relationship among job involvement variables and well-being from the R values it is inferred that the variables have relationship with itself. Organization try to make interesting and goals oriented are positively and highly correlated with well-being, carried in this organization, personal meaning and staying organization for long time has negatively correlated.

SUGGESIONS

- ❖ The employees job involvement in this organization was good, it is suggested that the company to update new strategy for employee's job involvement.
- ❖ To suggested that company have to maintain and update some additional benefits. Such as Canteen, Break time, medical facilities, Rest room facilities.
- ❖ The HR department should focus on maintain good relationship among the employees.
- ❖ To suggest the employees to make sure to retain employees and meet their satisfaction level.
- ❖ Systematic planning reduces hurdles at workplace and it ensures smooth flow of work methods. So, the present method of planning the work would be maintained as before to attain the goals very effectively.

CONCLUSION

The study is about employees perception on job involvement in Minda Corporation Limited the commitment of any organizations and firms is to achieve the higher productivity whereby the employees as functioning organizational system. The idea that motivated and committed workers are the essential condition for accomplishing the organizational goal. The human resource management practices or HRM practices have to be addressed in this position,

in order to examine the behavior and performance of the employees. The strongly positive relationship between HRM practice and job satisfaction provide a wisdom way on how an organization can motivate an employee to work efficiently. In addition, the negative relationship of HRM practice and turnover is clearly enlighten the important of providing a good supervision, and pay practice in order to reduce turnover rates of engineers. Besides, job satisfaction is directly effect on turnover with negative relationship. In other words, job satisfaction can reduce turnover of engineers when there is high job satisfaction, vice versa. Thus, the organization needs to take a consideration about job satisfaction and apply HRM practice in the workplace in order to reduce turnover and gain the organization goals.

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