

Job Involvement of Working Women in Relation to their Family Environment

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Abstract

Job is something where we constantly discover our self, our potential and our limit of taking up more responsibilities. For most of the people, according to Kanungo (1982) job involvement is the satisfaction they get from work and vice versa. Bass (1965) points out that job involvement is representative of the employee's ego involvement in job and is thus related to performance. Chughtai, (2008) Rotenberry and Moberg (2007) said that job involvement is the importance of the job to their total self-image and self-esteem. According to Agassi (1982), married men more/less likely to be involved with their jobs in comparison to single men; and are married women more/less likely to be involved with their jobs in comparison to single women.

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Introduction

Job is something where we constantly discover our self, our potential and our limit of taking up more responsibilities. For most of the people, according to Kanungo (1982) job involvement is the satisfaction they get from work and vice versa. Bass (1965) points out that job involvement is representative of the employee's ego involvement in job and is thus related to performance. Chughtai, (2008) Rotenberry and Moberg (2007) said that job involvement is the importance of the job to their total self-image and self-esteem. According to Agassi (1982), married men more/less likely to be involved with their jobs in comparison to single men; and are married women more/less likely to be involved with their jobs in comparison to single women.

Polacheck (1975) found that because of greater family responsibilities, married men will be more involved with work roles than single men. Conversely, women are trained to accept family roles as their preeminent life concerns. In addition, Becker, Gary.S (1985) mentioned that the household and family responsibilities faced by employed women generate conflict between domestic work roles which presumably further decrease their job involvement. While Gaertner (1984); Walker, Tausky and Oliver (1982) found that there is considerable speculation that family responsibilities increase men's job involvement but decrease that of women.

Parallel observations by Jick and Mitz (1985); Greenglass, Pantony and Burke, (1988) suggest that a family may be a greater stressor for employed women than their male counterparts Present research is an attempt to analyze the job involvement of working women in relation to their family environment. In addition to this, the study seeks to understand the significance of few personal factors on their job involvement.

Objectives

- 1) To assess the job involvement of working women and to find out the relationship between the working women's job involvement and their family environment.
- 2) To find out the significance of few personal variables on women's job involvement.

Hypothesis

- 1) There is no relationship between job involvement of working women and their family environment.
- 2) Working women's age and experience do not influence their job involvement.

Methodology and sampling

Job involvement scale was developed by researcher used to asses the job

involvement. It consists of 40 items and all items are in the form of statement. These items are framed in such a way that they can be used for measuring the degree of involvement of workers irrespective of the nature of their job. Family Environment Scale was developed by researcher used to assess the family environment of working women. It consists of 40 statements related with family. The study was conducted among women working in various organizations located in the states of Karnataka in Vijayapur and Bagalkot district. In order to collect data from working women ten organizations were included in the study. Using simple random sampling procedure, 80 women were selected from all the ten organizations. Out of 800 questionnaire given to the employees only 500 were returned. The sample includes women teachers, Government employees and unskilled workers.

Results

Table1: Shows the co efficient of correlation between working women’s job involvement and family environment

Name of the test	Subjects	R	Significance
Job Involvement and cohesions	500	0.42	.01
Job Involvement and Expressiveness	500	0.25	.01
Job Involvement and conflict	500	-0.05	NS
Job Involvement and Acceptance and caring	500	0.32	.01
Job Involvement and Independence	500	0.47	.01
Job Involvement and active recreational orientation	500	0.22	.01
Job Involvement and family organization	500	0.35	.01
Job Involvement and control	500	0.27	.01

Table 2: Shows the Mean, SD, SEM and F-ratio of job involvement of working women based on their Age

Age group	N	Mean	SD	SEM	F-ratio	Significance
30 Years	200	78.52	10.35	0.64	42.70	.01
31-40 Years	200	75.93	11.40	0.57		
50 and above	100	68.12	10.96	1.65		

Table 3: Shows the Mean, SD, SEM and F-ratio of job involvement of working women based on their Experience

Age group	N	Mean	SD	SEM	F-ratio	Significance
5 Years	210	81.2	12.30	0.73	10.45	.01
10 Years	180	81.15	10.83	0.65		
11 and above	110	76.6	11.15	0.95		

The shows there are significant relation between working women’s job involvement and their family environment. It indicates that when working women are overloaded with family activities, they found little time and energy for their job,

which might lead this negative effect. Women of 30 years old show more involvement in their job than 31 to 40 years old group. The reason for less job involvement might be family responsibilities, discrimination at work place, inequality in payment, lack of safety while traveling, in secure feeling about job. But the evidence provided by researcher stat that age has not influenced working women's job involvement. The women had worked for 5 years show more job involvement than working women was worked more than 10 years and 11 and above experience. The reason might be that women who had worked for 5 years prefer 10 settle in the life. The study conducted by researcher's reports that experience has influenced job involvement of working women.

Conclusion

- 1) There is a positive relationship between working women's job involvement and their family environment.
- 2) Working women coming under 30 years age group show more job involvement than women coming under 31-40 and above 40 years.
- 3) Working women had worked up to 10 years show more job involvement than working experience of 5 years and more than 10 years.

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