

To Overview of the Education Evaluation and Job Involvement iIn Relation to Organizational Health of Secondary School Teachers in Karnataka

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Abstract

The degree to which an employee is engaged in and enthusiastic about performing their work. Job Involvement refers to the psychological and emotional extent to which someone participates in their work, profession, and company. Showing up to work on time is half the battle. The study is based on primary and secondary data. In this article shows that The male and female teachers of secondary schools do not differ significantly with respect to job involvement ($t=23.04$, $p>0.05$) at a 5% level of significance. Hence, the null hypothesis is accepted and the alternative hypothesis is rejected. It means that, the male and female teachers of secondary schools have similar job involvement scores. male and female teachers of secondary schools do not differ significantly with respect to the dimension of job involvement i.e. expression of being job involved ($t=0.4362$, $p=0.05$) at a 5% level of significance. This implies that the two groups differ significantly in respect of their opinion about the organizational health of secondary schools. This shows that the mean value of male and female teachers is greater than that of male and female teachers. This indicates that the male teachers have a good opinion of the organizational health of secondary schools.

Keywords: Education, Health, and Job Involvement

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Introduction

The degree to which an employee is engaged in and enthusiastic about performing their work. Business managers are typically well aware that efforts to promote job involvement among staff tend to pay off substantially since employees will be more likely to assist in furthering their company's objectives. Job Involvement refers to the psychological and emotional extent to which someone participates in their work, profession, and company. Showing up to work on time is half the battle. Top performers are engaged in their work and have high job involvement. It is the extent to which an individual's self-esteem is affected by his performance at work (Lodhal and Kejner, 1965). It is the degree to which an individual identifies psychologically with his persons work holds a very important position in his life and is very much personally affected by the whole job situation.

"A healthy organization in this sense not only survives in its environment but also continues to cope adequately with time and continuously develops and extends its surviving and coping abilities, short-run operation on any particular day may be effective or ineffective, but continued survival adequate coping and growth are taking place." Job involvement refers to the psychological the emotional extent to which you participate in your work, profession, and company beyond simply punching in, performing your tasks, and punching out. In some instances, people become overly involved with their jobs, leading to stress. In other instances, increasing your job involvement is the best way to enhance your career.

Review of Literature

Borg (1978) feels that the literature in any field forms the foundations upon which all future work will be built. If one fails to build foundation of knowledge provided by the review of the literature one's work is likely to be shallow and will often result duplication. Birbal Sahat(2017) Job Satisfaction of Secondary School Teachers Relation to Personality and Emotional intelligence. to investigate the effect of personality and emotional intelligence on job satisfaction, Entire secondary school teachers working under the West Bengal Board of Secondary Education (WBUSE) are considered as population The survey sample included 888 secondary school teachers. Job satisfaction scale (JSS), emotional intelligence inventory (EII). both developed and standardized by the investigators and culturally adapted big five inventory (BFI) were used to collect from samples.

Dorozynska (2016) Teacher job satisfaction in primary schools, The relation to work environment, Teachers contribute to students' success and school development to a great extent. Since there is in Sweden as in other countries a teacher shortage, it seems important to find ways to value the profession and keep it attractive. Research into factors that affect job satisfaction can be very useful for school leaders and teachers. The scholarly literature on job satisfaction is however scarce, suggesting that inquiry into factors that relate to job satisfaction is lacking, including in Sweden.

Objectives of the Study

- Ø To analyze the Job Involvement in relation to Organizational Health of Secondary School Teachers.
- Ø To examine the Comparison of Mean Scores of Male and Female Teachers (Organizational Health of Secondary Schools).
- Ø Conclusion and Policy Implication to improve the job involvement to organizational of School Teachers.

Methodology of the Study

The study is based on primary and secondary data. The data collected from various Govt reports like, district at a Glance, Karnataka education report, etc.. The statistical Tools used like Percentage, annual Growth rate, and ANOVA(One-way analysis of Variance Test).

Result and Discussion

Table: 1 The Job Involvement in relation to Organizational Health of Secondary School Teachers with Male and Female.

Variables	SV	DF	Sum of Square	Mean of Sum of Square	F-Value	P-Value	Sign
Job Involvement	Between Groups	2	25.95	0.53	0.53	> 0.5	NS
	Within Groups	97	23.09				
	Total	99	23.04				
Response to work	Between Groups	2	29.4	2.7	2.7	>0.05	NS
	Within Groups	97	51.4				
	Total	99	54.11				
Expression of being involved	Between Groups	2	20.2	1.5	1.25	>0.05	NS
	Within Groups	97	78.4				
	Total	99	80.19				

Sources: Author Calculation through SPSS

In this Table Shows That The male and female teachers of secondary schools do not differ significantly with respect to job involvement ($t=23.04$, $p>0.05$) at a 5% level of significance. Hence, the null hypothesis is accepted and the alternative hypothesis is rejected. It means that, the male and female teachers of secondary schools have similar job involvement scores.

The male and female teachers of secondary schools do not differ significantly with respect to the dimension of job involvement i.e. response to work ($t=-1.2871$, $p<0.05$) at a 5% level of significance. Hence, the null hypothesis is accepted and the alternative hypothesis is rejected. It means that, the male and female teachers of secondary schools have a similar response to work scores.

The male and female teachers of secondary schools do not differ significantly with respect to the dimension of job involvement i.e. expression of being job involved ($t=0.4362$, $p=0.05$) at a 5% level of significance. Hence, the null hypothesis is accepted

and the alternative hypothesis is rejected. It means that, the male and female teachers of secondary schools have a similar expression of being job involved scores.

Fig:1 Comparison of Male and Female Teachers of Secondary School with respective Job Involvement

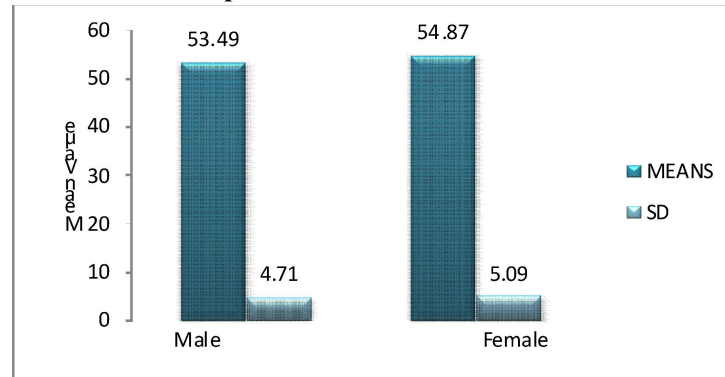


Table:2 The Comparison of Mean Scores of Male and Female Teachers (Organizational Health of Secondary Schools).

Variable	Mean	S.D	T-Value	P-Value	Significance
Male	23s	2.47	2.9	<0.05	Sig
Female	24	2.48			

Table:2 reveals that they obtain a ‘t’ value (2.8967) greater than the tabled ‘t’ value at 0.05 level. It is therefore concluded that the two groups differ significantly with respect to the variables under consideration. This implies that the two groups differ significantly in respect of their opinion about the organizational health of secondary schools. This shows that the mean value of male and female teachers is greater than that of male and female teachers. This indicates that the male teachers have a good opinion of the organizational health of secondary schools. Graduate and post-graduate teachers differ significantly in respect of their opinion regarding the organizational health of the secondary schools. However, post-graduate teachers have a better opinion regarding the organizational health of the schools than the graduate teachers.

Educational Implications of the Study

Even though some studies have explored the relationship between organizational health and job involvement, they are lacking in how organizational health is related to different aspects of job involvement for teachers in particular (Anderson, Levinson, Barker, & Kiewra, 1999; Marso & Pigge, 1997). Ma and MacMillan (1999) believe that teachers’ organizational health consists of multiple aspects, such as social satisfaction, intrinsic and extrinsic satisfaction, role clarity, feeling of job challenges, and internal work motivation. Some literature (Adams, 1999; Smith, 1997) indicates that organizational health is a critical psychological attribute

affecting teachers' perceptions of their environment and job involvement (Somech & Drach-Zahavy, 2000). The researcher in this study investigated how high school teachers' organizational health is related to different aspects of job involvement and demographic characteristics such as age, gender, type of management, and teaching experience. The researcher hoped that the findings of this study would contribute to an understanding of the role of job satisfaction, and demographic characteristics and the relationship between them; and that the findings would be helpful for other researchers in policy discussions and efforts to improve teachers' quality of work-life and performance in developing countries such as India.

In the light of the results of the present study, it is suggested that teachers must be provided with awareness about the job involvement to make them more satisfied in their jobs. Awareness may be provided by organizing pre-service and in-service education to the teachers. The importance of organizational health and job involvement must be emphasized through media like newspapers, magazines, radio, and television. This will help the teachers to feel satisfied in their jobs. Job involvement of teachers was observed to be a significant predictor of the organizational health of teachers with the increase in the job involvement; there was an increase in the organizational health of teachers. The person who is more involved may perceive fewer available alternatives, he may, therefore, be inclined to participate more actively in the required activities of organization. Job involvement is a moderator variable in the relationship between organizational health and their performance. Thus job involvement can be considered as an important major of organization effectiveness that may be at least in part, influenced by satisfaction. The major focus of this study was on the consequence of motivator and hygiene satisfactions for job involvement and supportive results of the study suggest the government of Karnataka to take care immediate steps to establish guidance services in every school.

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