

# **Job Involvement and Job Satisfaction: A Co-relational Study of Library Professionals Working in different Management College Libraries in Gurugram District.**

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## **Abstract:**

*The present study is about the job satisfaction and job involvement of the libraries professionals working in Management College libraries in Gurugram. Data collected 68 library professionals working in various management colleges of Gurugram. The finding of the study establishes the positive co-relation between the various factors and the level of job involvement and job satisfaction of the libraries professionals. In the present study shows that Job involvement depends on the job satisfaction.*

***Kew words: Job Involvement, Job satisfaction, library professionals etc.***

## **Introduction**

Each and every Library has its own Library climate that uniquely differentiates it from other libraries. Recent researches on the same clearly reflect that the concept has been able to attract a vast majority of researchers' attention and recognition towards the field of job satisfaction and job involvement in the Libraries. Basically job involvement reflects an individual's attitude and behaviour towards the organisation that he belongs to. Involvement in the job, dispensing all that is right, paves way for job satisfaction.

The analysis and review presented here mainly focuses on peeping into the influence and effects of an individual's job involvement and job satisfaction which ultimately is the result of involvement in job of the library professionals putting in their services in various Management colleges' libraries of Gurugram. A vast number of researchers and specifically industrial psychologists have since long been focussed on the study of the concept of job involvement, sensing the increasing significance of the same in the current scenario.

The fact cannot be denied that job involvement plays a central role in bridging the performance of the employee's needs and the quality of the working life.

Job involvement is the degree to which a person is identified psychologically with his work or the importance of work in his total self image. Lodhal and Kejner (1965) and Lawler (1986) indicated that job involvement is an important element which has an impact on employees and organizational outcomes.

On the other hand job satisfaction as the term itself implies everything is an employee's sense/ feeling of contentment at his workplace involving wholeheartedly into various projects and effectively and efficiently accomplishing them. Appraisals from time to time in

any form undoubtedly increase the efficiency, efficacy and dedication of the employees to the desired level.

Hence, it is notable here that job involvement leads to job satisfaction which ultimately affects the amount of employee's involvement, thus leading to a drastic positive change in the Library climate at the Library work place.

But 'n' number of researchers have also emphasized on the fact that job involvement is a concept that varies from individual to individual wherein no external force can act as a tool to boost up the spirit of job involvement. Thus we can say that only on voluntary basis, the concept functions well.

This perception and rather a well studied thought process leaves a sense of bewilderment and miscellany about the said concept of job involvement, which raises a question mark on job satisfaction that can hardly be attained without one's commitment at the job place.

The whole concept can be understood as per the given consideration-

Theoretically speaking, job involvement is enormously and exceedingly a concept where individual differences plays a vital role, emphasizing that individual interests of the employees is a major deciding factor in job satisfaction and this fact primarily cannot be neglected. Hall and Mansfield (1971) had reiterated this fact as; if job involvement is indeed personal characteristic, then there should be little change in it under period of Library stress. A few other researchers have also marked the significance of job involvement through their views about individual differences thus linking them both.

Some others have a disparity in their opinion about an employee's level of involvement in the job, wherein they lay stress on the 'situation' variable, be it personal, social or of the workplace culture.

Vroom (1962) has arrived to a conclusion and narrated that job factor can influence the degree to which an employee is involved in his job. In a nutshell, by Vroom's theory it can be assumed that job involvement is solidly determined and motivated by the situational factors. Another theoretical perspective based on job involvement brings out a different course of action focussed on the gravity of interaction, the interaction between the employee and the situations. The line of thought clearly sets a frame of mind where we can focus our attention on the effects of interaction of the employees and the situations on job involvement. Wanous (1974) came up with an idea that job involvement is an interactional function of the individual/ employees socialization process and the characterisation of job. It can thus be concluded that Wanous had a clear picture in his mind that any employee/ individual, one such, who is inclined towards involvement will definitely get involved when holding a job with such characteristics.

To conclude, we can define that job involvement refers to the psychological and emotional extent of the employees to which someone participates actively identifying the requirement at the workplace, thus satisfying his innate needs leading to growth. Here it can be stressed that showing up to work on time and with diligence is half the battle. Top performers are engaged in their work and have high job involvement.

The researcher has used random sampling method for selection of a sample. In this simple random sampling method, the process of selection of a sample is in such a manner that each and every unit of a population has an equal and independent probability of being included in the sample. The present study conducted a sample of approximately 68 library professionals working in management college libraries in Gurugram. Random method of sampling will be adopted in the relation of the subject, which will include both males and females.

### Measures

Present study used nominal and ordinal scale. The scale used for measuring involvement of a person in their job was developed by Agrawal (1978). The Job involvement scale (JIS)

comprise 32 items each to be rated on 5 point scale ranging from strongly disagree (1) to strongly agree (5). The items are related to twelve dimensions and discriminatory power of the items is considerably high, and validity and reliability of the scale were well established.

To measure job satisfaction Minnesota Satisfaction Questionnaire will be used, it has twenty specific facets of work and work environment, namely, social service, creativity, moral values, independence, variety, authority, ability utilization, social status, library policies, supervision-human relations, security, compensation, working conditions, advancement, supervision-technical, co-workers, responsibility, recognition, achievement and activity. It is a Likert type forced choice five response ranging from not satisfied (1) to extremely satisfied (5) consisting of 20 items.

### Data Collection/ Analysis

Questionnaire was prepared and distributed to the respondents for the data collection. The data were analysed for job involvement in terms of means and standard deviations and correlations with job involvement. The statistical analysis of data is reported in Table 1 and 2

Results: A examination of table 1 shows means and standard deviations of job satisfaction and job involvement.

**Table 1 Means and Standard Deviations of Job Involvement and Job satisfaction**

Name of Variables	Moderate Score	Mean Score	SD	No. Of Respondents
Job Involvement	96.00	87.63	9.79	68
Job Satisfaction	54.00	57.24	3.91	68

The mean score of Job satisfaction is 57.24 and standard deviation is 3.91. The means score of Job involvement is 87.63 and standard deviation is 9.79.

**Table 2 Correlation of Job Satisfaction and Job Involvement**

Job Involvement
Job Satisfaction 0.08      P<005

Table 2 deals with the correlation of organizational climate with job involvement. The correlation coefficient is 0.08 which is less than the significance level of 0.05.

It is thus evident that internal feeling of job satisfaction is a tune which helps and motivates its employees to be in tune with high job involvement. Job satisfaction is a sum total of different factors i.e. high pay, work load, etc. It has to be promoted to attain the prime goal of high job involvement. Job satisfaction is spirit and soul of an organization which is good for high job involvement; hence its balance has to be catered for.

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