INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

International Journal for Research in Applied Science & Engineering Technology (IJRASET)

A Study on Job Involvement in the Mitsubishi Heavy Industries India Precision Tools LTD

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Abstract: This project title "A STUDY ON JOB INVOLVEMENT IN THE MITSUBISHI HEAVY INDUSTRIES INDIA PRECISION TOOLS LTD" is conducted to focus on how they are satisfied towards the job based on motivation.   The main objective of this study is to identify the factors that affect the motivation of the employees. More than 450 employees are working in Mitsubishi Heavy Industries India Precision Tools Ltd. Job involvement of the working effective difference between in organizational regardless of technological development in particular, any effort to organizational effectiveness that is an important motivational variables for any organizational in the modern economic era in particular, job involvement also contributes to the overall availability of job performance, these employees could reach task employees with high agreeableness are affable and easy to get along with want to please others and engage in interpersonal interaction, and can easily undertake joint productions and cooperative behaviour, finally because conscientious employees needs effective of job involvement wok employee organizations should establish a mechanism to identify the various aspects of personality, organizations can predict job involvement employees behaviours and responses, because she has organization's future.The research design adopted as descriptive research design the probability sampling was adopted that simple random was selected.The primary data has been collected through questionnaire and supported by secondary data also.Charts are used for pictorial representation of data.The data is analysis with the help of satisfaction tools like ANOVA and Correlation through this research able to provide findings, suggestions successfully.
Keywords: Job Involvement, job performance, organizational effectiveness, behaviour

I.   INTRODUCTION

Job involvement refers to the Psychological and emotional extent to which you participate in you work profession and company beyond simply punching in, performing your tasks and pouching out in some instance, 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

Job involvement has been divided into two separate approaches. Viewed as an individual difference variable, job involvement is believed to occur when the possession job involvement is believed to occur when the characteristics predispose individual to become more or less involved in their jobs the second approach views job involvement as a response to specific work situation characteristics Which an individual becomes involved in his /her job involvement as the degree to which the total job situation is a central life interest that perceived to be a major source for the station of important needs above most common and widely accepted definition is made by lodahl and of importance of one's work in ones total self-image.the scale developed by measure the central life job characteristics have been positively related to job satisfaction in the positively influenced by because these are the dimensions that in recent about job involvement and debate has started the two concepts relationship.

Job involvement on job related effort, in addition the role of certain individual difference and situational factors as moderators on the above linkage was explored a theoretical model was developed with need for achievement locus job and participation in decision making as casual antecedents of job involvement effort as its consequence the moderator effect of education leader behavior on the above linkage were natured job is positively influence by characteristics which is supported they the meaning a job has for an employee will have an effect on the energy the employee is willing to invest job satisfaction a debate has started the concepts relationship between the even through all would be positive, definitive job involvement

II.   OBJECTIVES OF THE STUDY

A.   Primary Objective

To defined identified understand the variable of job involvement at MITSUBISHI HEAVY INDUSTRIES INDIA   PRECISION

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TOLLS LTD.

B. Secondary Objective
1) To identification the factors of job involvement
2) To analysis the impact of attitude of the employee on job involvement
3) To determine the relationship between organization commitment and job involvement
4) To find out the relationship between job involvement and organization effectiveness

III. REVIEW OF LITRATURE:

Ashok (2002)

When involvement is low The relationship one has with the company cannot by really strong on the other hand when involvement is high the relationship stays strong even at low level of satisfaction Further more while establishing the relationship between committed and involvement he observed that on committed employees in marketing were low the involvement factors.

Bhatt (1997)

Job stress, job involvement ,job satisfaction of male and female primary school teacher the sample were selected from public and private schools the results indicated that the public school teacher's job stress was high and significantly negatively partial correlation between private and public school teachers on job involvement

Venakatachalam and Reddy (1996)

Job level job tenure and type of organization job involvement and job satisfaction among employees working in three organization banks school, and government officers, the data obtained on these scale were analyzed by means of analysis of variance the results showed that the significant influence on job level, work involvement and job involvement and not job level work involvement and job involvement and not job on job satisfaction the type of organizations in which the result employees are working significantly influenced the job satisfaction the type of organizations in which the employees are working significantly influenced the job satisfaction the work involvement and job satisfaction

Knoop&Robert, (1995)

Job involvement and commitment both have significant impact on organizational and individual performance. If individual is involved in his job he will probably be satisfied with job and committed to the organization

Naaz (1999)

Job involvement of textile mill workers in relation to job characteristics and demographic variable Result indicated that skill variety in one of the component. The component the result also indicated that the task identity correlated

IV. RESEARCH METHODOLOGY

Research is a serious academic activity with a set of objectives to example or analyses or understands a problems or finding solution for problems adopting a systematic approach in collecting, organizing and information relating to a problem. A number of people question this meaning of research.

A. Collection of Data
The primary data will be collected consumers through structured questionnaire.
The secondary data will be collected by web site.

B. Nature of Data
The primary data will be collected through structured questionnaire.
1) Sample: Sampling is a process of learning about population on the basis of sample draws from it.
2) Sample Size: The total number of respondent in the project is conducted to be the sampling size of about 120 consumers and the pertinent data was collected from this sample taken.

V. RESEARCH DESIGN

Research involved a planned approach to unravel the mystery or unexplained. A researcher has to plan his work in advance so as to anticipate any obstacles in the course of research. Such a plan would also help the research to take decision relating to sample size,

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the type of data to be collected, the analytical tools to be applied, etc.

A. Data analysis and interpretation
1) Percentage Analysis

TABLE NO: 1 DEMOGRAPHIC PROFILE

S. No	Factors	No. of respondents	Percentage
1	AGE		
	15-20	1	0.83
	21-25	32	26.67
	26-30	38	31.67
	31-40	49	40.83
	Total	120	100%
2	GENDER		
	Male	120	100
	Total	120	100%
3	EDUCATION QUALIFICATION		
	10th	1	0.83
	+2	18	15
	U.G	38	31.67
	P.G	51	42.5
	M. Phil	12	10
4	MARITAL STATUS		
	Married	92	76.66
	Unmarried	28	23.34
	Total	120	100%
5	EXPERIENCE WISE CLASSIFICATION		
	0-3 years	8	6.67
	3-6 years	26	21.66
	6-10 years	41	34.17
	10-13 years	39	32.5
	13-15 years	6	5
	Total	120	100%
6	INCOME WISE CALSSIFICATION		
	10000-20000	23	19.16
	20000-30000	47	39.17

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	30000-40000	50	41.67
	Total	120	100%

Primary Data

a) Interpretation: From the above table, it is interpreted that 40.8 per cent of the respondents belongs to the age group of 31-40; 100 per cent of the respondent are male; 42.5 per cent of the respondents educational qualification is PG ; 76.6 percent of the respondents are married; 41.67 per cent of the respondents income is between 30000-40000 and 34 per cent of the respondents are 6-10 years of experience.

B. Statistical Analysis

TABLE NO: 2 CHI-SQUARE

S. No	Variables	Chi Square Value	f	N	Significance Level
1	Educational qualification and job connected to the problem not solved by the time	11.070	5	120	S
2	Experience of the respondents and job connected to the problem not solved by the time	11.070	5	120	S
3	Age and I plan for tomorrow work at the end of today's work hours	11.070	5	120	S
4	Experience and I plan for tomorrow work at the end of today's working hours	11.69	5	120	S

Primary data

1) Interpretation: From the above table**,** There is association difference between educational qualification and job-connected problem is not solved by the time . There is association difference between experience and job –connected to the problem is not solved by the time. There is association difference between age and plan for tomorrow's work at the end of today's working hours; There is association difference between experience and plan for tomorrow's work at the end of today's working hours

TABLE NO: 3 ANOVA

S.NO	Variables		Sum of Squares	f	Mean Square	F	Significance Level
1	Income and I get depressed when am not working	Between groups	320.28	5	64.056		
		Within groups	332.67	11	30.24	2.1182	S
	Educational qualification I get depressed	Between groups	270.47	5	54.094		

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2	when am not working	Within groups	382.48	13	29.42	1.8386	S
3	Experience and get depressed when am not working	Between groups	273.35	5	54.67	3.1718	S
		Within groups	310.25	18	17.230		S
4	Educational qualification and I love every thing about my job	Between groups	44.286	5	8.8572	186.075	S
		Within groups	0.7141	15	0.04760		S
5	Age and I love eyerything about my job	Between groups	23.771		5.943	3.650	S
		Within groups	187.221	15	1.628		S
6	Education and I give myself 100% to the job	Between groups	10.926		2.731	1.408	S
		Within groups	223.066	15	1.940		S

Primary data

2) *Interpretation:* From the above table, it is interpreted that There is significance difference between income and get depressed when I am not working; There is significance difference between educational qualification and I get depressed when I am not working; There is significance difference between experience and l love everything about my job ; There is significance difference between educational qualification and I give myself 100% to the job; There is significance difference between age and l love everything about my job

Table No:3 Correlation

S. NO	VARIABLES	CORRELATION VALUE	N	SIG NI.LEVEL
1	I love everything about my job and I give myself 100% to the job	0.07991	120	NS
2	For me ,the best form of relaxation is doing my work and I enjoy my job activities more than my leisure activities	0.0342	120	NS

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3	I plan for tomorrow work at the end of today working hours and I like to prepare myself at home so I may perform the job well	0.0980	120	S

Primary data

3) *Interpretation:* From the above table that is interpreted There is no significant Relationship between Love everything about my job and I give myself 100% to the job; job; There is no significant Relationship between for me, the best form of relaxation is doing my work and I enjoy my job activities more than my leisure activities; There no significant Relationship between I plan for tomorrow's work at the end of today's working hours and I like to prepare myself at home so that I may perform my job well

4) *Findings*
   a) 23.34% Disagree of complete the work, I am doing even if I have to stay after working hours
   b) 25% Slightly agree of willing accept the assignments given to me
   c) 21.67 Slightly agree or 21.67 Disagree of do not mind overexerting myself on the job
   d) 24.17% Disagree of quite of the cut shout my luch hour to complete the job
   e) 29.17% Slightly disagree of plan for tomorrow's work at the end of today's working hours
   f) 24.15% Disagree of like to prepare myself at home so that may perform the job well
   g) 24% Strongly agree or 24% Slightly disagree of prefer spending my free time in activities which are relevant to my job
   h) 28.34% Slightly agree of It annoys me to have to leave work unfinished
   i) 29.17% Slightly disagree of Irrespective of what happens, always attend to the work first
   j) 36.67% Slightly agree Not able to complete my job worries me a lot
   k) 24.17% Disagree with often do extra work in my job which is not really required of me
   l) 26.67% Slightly agree of almost do anything to discharge of my duty
   m) 25% Disagree of while at work, seldom think of anything other than my work
   n) 31.66% Slightly agree of For the sake of my work can given up what I consider import ant
   o) 24.17% Disagree of while always on leave, keep on worrying that my work may be suffering
   p) 22.5% Slightly disagree of On holidays on feel job –sick
   q) 26.67% Slightly disagree with interested in my job that I have little for my friends
   r) 28.34% Slightly agree with willing to devote my free time to my job
   s) 21.66% Slightly agree of feel relieved when it is item to go home

5) *Suggestion*
   a) Training program can be conducting to the employees to improve the job involvement.
   b) The company can provide better uniform facilities to all the employees.
   c) The leave and workings hours should be rescheduled to achieve their job involvement with in the organization.
   d) To introduce the various development program to increase the job involvement among the employees
   e) The company introduce new technology that helps the job involvement to all employees
   f) If the industry motivate to the employees, will see better job involvement
   g) The industry is maintaining a good relationship among the employees hence can improve the job involvement

VI. CONCLUSION

This study proposes several specific relationships about the job involvement, adapted from, in application to a real sample. It also investigates the reciprocal effect of the job involvement. The result indicate that help to determine the attitude of an employee towards the job involvement, so when an organization recruits new staff or attempts to encourage existing staff members to work together, mangers should recognize the relevant personality dimensions and use the likely predicted level of efficiency and restrictions to assess and develop effective encouragements. This study in true offers several practical implications; organization

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should establish a good working condition to the employee. An employee who exhibits high job involvement achieves satisfaction through work efficiency, because he or she has positive feeling toward the work, is willing to commit to the organization, and expected to stay with the organization. Such an employees also is optimistic about the organization's future.

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