

Job Involvement's Mediation Effect On Self-Actualization With Job Satisfaction

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ABSTRACT

Back Ground: *Self-actualization factors equanimity is the major influencing factor on job involvement and Continued Freshness of Appreciation is the next most influencing factor of job involvement. The prominence of self-actualization in organizational environment especially related to job satisfaction, job involvement and organizational commitment. Self-Actualization has strong influence in determining job satisfaction, job involvement. The purpose of the study to know the relationship between the self-actualization, job involvement and job satisfaction.*

Methods/Statistical Analysis: *30% respondents choose by stratified purposive random sampling method and in SEM model, AMOS 20 used in this study.*

Findings: *Based on the results of the study, Job Involvement has mediation effect between job satisfaction and self-actualization.*

Conclusion: *The researcher concluded that self-actualization is a vital contribution to job involvement and influences job satisfaction.*

Key Words: *Job Involvement, Job Satisfaction, Self-Actualization*

1. INTRODUCTION

Universities are the supreme centers of educational and research activities in globally and university faculty members are among the most important figures in the educational system and the most important elements of development in each country. Expert human resources can also be trained by enhancing academic education. Therefore, we must try to identify the various motivating and motivating factors as well as the variables that constitute these factors and their effects, study and analyze them. Self-actualization describes a person's feelings regarding their worth or that they consider themselves a person of value). Self -actualization factors equanimity is the major influencing factor on job involvement and Continued Freshness of Appreciation is the next most influencing factor of job involvement (Gopinath 2020 b). This special kind of consideration comes from all thoughts, feelings, emotions, and experiences throughout one's life. On the other hand, job satisfaction is a concept that refers to the mental and spiritual pleasure that an individual gains from his job through the satisfaction of needs, interests, and hopes. One of the challenges that academic leaders face is the ability to promote faculty development and retention due to the nature of their work and the lack of time to learn new assignments. Job Satisfaction of academic leaders can be enhanced by giving training on Self-Actualization (Gopinath 2020 i). The prominence of self-actualization in organizational environment especially related to job satisfaction, job involvement and organizational commitment. Self-Actualization has strong influence in determining job satisfaction, job involvement and organizational commitment (Gopinath 2020 j).

2. REVIEW OF LITERATURE

Gopinath (2020 a) has conducted study on role of employees' attitude in work place. Therese researcher found the employees' attitude is strongly influenced by their job satisfaction, job involvement and organisational commitment and concluded that enhancing these factors will also improve the attitude of academic leaders of Tamil Nadu University. Gopinath (2020 c) has studied the influence of demographic variables on the self -actualization factors like, Acceptance, Authenticity, Purpose, Efficient Perception of Reality, Humanitarianism, Good Moral Intuition, Creative Spirit, Peak Experiences, Equanimity and Continued Freshness of Appreciation. Demographic factors considered for the study is gender, age group, educational qualification, designation, salary and experience, self -actualization factors got influenced by all the Demographic factors invariably. Gopinath (2020 d) has investigated the relationship between self-actualization and job satisfaction of academic leaders of Tamil Nadu universities. The results of rank correlation exhibit the priority of self- Actualization factors on influencing the job satisfaction and equanimity, humanitarianism and creativity are the found as the top most influencing factors. Gopinath (2020 e) in his study on impact of job satisfaction and organizational commitment has found positive relationship between job satisfaction and organizational commitment and he also exhibit significant influence of job satisfaction on organizational commitment.

Gopinath & Chitra (2020) has investigated the influence of emotional intelligence factors on job satisfaction of employees. When studying the relationship between emotional intelligence factors and job satisfaction, there is a positive and significant relationship, self motivation and social skills are the most contributing factors to job satisfaction. Gopinath (2020 f) has studied the influence of job satisfaction and job involvement of Academicians with special reference to Tamil Nadu universities. The research also ensures positive and significant relationship between job satisfaction and job involvement. Gopinath (2020 g) in his study on relationship between emotional intelligence and self -actualisation has found that, emotional intelligence is the most influencing variable in determining the self –actualization, especially self- awareness factor of emotional intelligence is doing prominent role in self- actualization of Individuals. Gopinath (2020 h) has results of structural equation modeling explain significant influence of self -actualization on organisational commitment of academic leaders of Tamil Nadu universities and a major portion of organisational commitment is determined by the self –actualization of individual. Gopinath (2020 k) has investigated the influence of demographic factors and Job involvement and organizational Commitment, but there is a significant relationship between Job involvement and organizational Commitment, and the organizational Commitment is prominently influenced by Job Involvement.

Gopinath & Kalpana (2020). In their study, they investigated the Relationship of job involvement with job satisfaction; from results of structural equation modeling the researchers find Job Involvement motivates employee towards fulfilment of the personal life goals. Obviously, the fulfilled goals give satisfaction to the academic leaders of university. Gopinath (2019 a) conducted a study on impact of organizational commitment to faculties in educational institutions and concluded the organisational commitment factors findings of that the knowledge management practices within the organization regarding the level of their organizational commitment and this will contribute to the development of both the organization and the staff. Gopinath (2019 b) had investigated factors of job involvement among the engineering college teaching faculties. Based on the results, the researcher concluded the job involvement factors influence to the knowledge management very positive manner. Gopinath (2019 c) emphasizes that relationship between the Organizational Commitment and Job Involvement. Job satisfaction is recognized as an element of organizational commitment and also that the work environment gives a positive relationship

to job satisfaction. Gopinath & Kalpana (2019) concluded that Job Satisfaction is the result of Job involvement and organizational commitment. From the study, the researcher discovered that job involvement and organizational commitment have been acting as important factors that contribute to job satisfaction. Gopinath (2016 a) in his study on influence of compensation management and welfare measures on job satisfaction has found that both the factors, has strong influence on work, supervision, pay, promotion and co-workers. And he also suggested proper management of compensation and welfare will strongly support to enhance the job satisfaction. Gopinath (2016 b) has investigated the relationship between employee's health and safety and job satisfaction among BSNL Employees with Special Reference in three different SSAs and concluded job satisfaction level can be enhanced by improving the health and safety conditions of the employees. Gopinath (2016 c) has studied Performance Management in BSNL with Special Reference to Job Satisfaction in Three Different SSAs Using Modeling. The structural equation model reveals positive and significant influence of performance management factors on work, supervision, pay, promotion and co-workers. Gopinath (2016 d) in his study on Is Promotion and Transfer helps to Employee's Job Satisfaction? he suggested that timely action on promotion and transfer has great influence on overall enhancement of employee job satisfaction. Gopinath (2016 e) has studied the relationship between Recruitment and Selection process in BSNL and Job Satisfaction. The results of structural equation modeling explained significant relationship between Recruitment and Selection process and the job satisfaction factors. Gopinath (2016 f) found that when the employees are in lack of motivation or in lack of knowledge about production methodology, by that time they require training. Gopinath (2016 g) explained significant and positive relationship between appraisal and reward system and the job satisfaction factors like work, supervision, pay, promotion and co-workers. Gopinath (2016 h) has found that work, supervision, pay, promotion and co-worker have influence in determining the job satisfaction and job satisfaction has the influence on the performance of the employees' of BSNL. Gopinath (2016 i) has found the work, supervision, promotion, pay and co-workers' dimension of job description index has positive impact on the industrial relations of BSNL.

Gopinath (2016 j) has studied Recruitment and Selection, Training and Development, Appraisal & Reward, Performance Management, Managing People, Promotion & Transfer, Compensation Management & Welfare Measure, Employee Health & Safety, and Industrial Relations has considerable importance in determining the job satisfaction. Gopinath & Shibu (2016 a) in their study on influence of HRD factors on Job Satisfaction, they concluded there is a significant influence of those HRD factors on Job satisfaction of BSNL employees. Gopinath & Shibu (2016 b) has studied the relationship of HRD Related Entities on Job Satisfaction. The result of research analysis states that Promotion and Transfer, Industrial Relations, Managing People, Employee Mental Health and Safety are some HRD factors influences job satisfaction. Gopinath & Shibu (2015) found that the overall job satisfaction is determined by few factors like work, supervision, pay, promotion and co-workers. Gopinath (2014) in his study the results of research analysis explained positive relationship between those factors and job satisfaction factors. Gopinath & Shibu (2014 a) have studied and results explains the significant influence of demographic factors on job satisfaction and the factors. Gopinath & Shibu (2014 b) has studied the relationship between HRD practices and job satisfaction of BSNL employees. The results of research analysis exhibits significant and positive relationship between the HRD practices and the Job Satisfaction of BSNL employees and Job satisfaction may be defined as a pleasurable positive emotional state resulting from the appraisal of one's job or job experiences [Gopinath & Shibu (2014 c & 2014 d)], demographic variables also positively influenced on job satisfaction. Gopinath & Shibu (2014 e) has found Recruitment and Selection, Training and Development, Appraisal & Reward,

Performance Management, Managing People, Promotion & Transfer, Compensation Management & Welfare Measure, Employee Health & Safety, and Industrial Relations has important implications in determining the job satisfaction of the employees of BSNL.

Gopinath & Shibu (2015 & 2016) found the demographic factors and Promotion & Transfer, Industrial Relations, Managing People, Employee Mental Health & Safety has significant influence on job satisfaction and the HRD practices has positive influence on Job satisfaction. Kalpana & Shibu (2014 a) reviewed the organizational commitment is a positive or negative attitude towards the whole organization for people who are busy to some extent. Organizational commitment is a strong feeling of loyalty towards an organization and is determined by its own organization. Demographic factors influence the organizational commitment. Kalpana & Shibu (2014 b) investigated the Factor Analysis on job involvement with special reference to women faculties of engineering colleges. The researchers found the four factors of job involvement were inter-correlated with them and job involvement. Kalpana & Shibu (2014 c) concluded that highly committed lecturers would make a positive contribution to their respective institutions and may lead to increase the effectiveness of the educational institutions. Kalpana & Shibu (2014 d) discussed that fostering commitment among faculty has important implications for educational institutions and thus, institutions that seek to retain their lecturers by building strong organizational commitment and moderate committed colleges are better positioned to reap the benefits of a more dedicated, motivated, and reliable faculty. Kalpana & Shibu (2016) found in their study, the fit statistics have confirmed that the measurement model shows an adequate fit with the data, indicating that there is no requirement of further modification in the model. Job Related and Working Environment are the factors of Organizational Commitment.

3. OBJECTIVES

- To know the significant relationship between self-actualization with job involvement and job satisfaction.

LIMITATIONS OF THE STUDY

- Government universities only choose for this study. So, the results applicable to study area only.

PERIOD OF THE STUDY

- The study revealed by two months from July 2019 to July 2020.

CONCEPTUAL FRAMEWORK

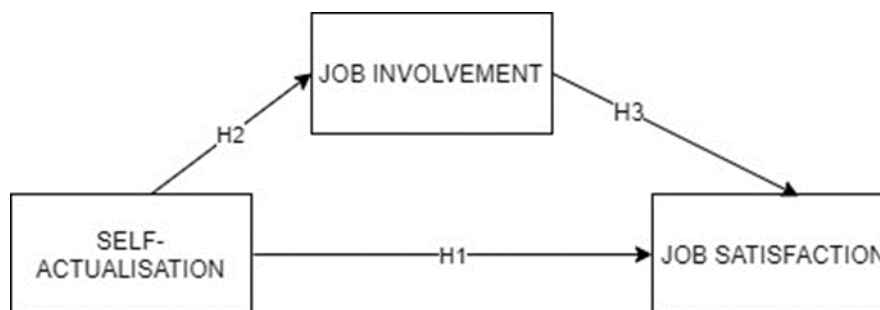


Figure 1. Hypothesized model showing the variables relationships

The hypothesized model shows the effect of Self-actualisation of academic leaders to job satisfaction. It also shows the relationships of job involvement to job satisfaction.

4. METHODOLOGY

After carefully reviewing the literature, the researcher is convinced of the importance of the tools that have been developed, standardized and widely spread in the academic circle of Dr. Scott Barry Kaufman (2018) from the University of Pennsylvania, USA. It reflects a specific universal application and also fits into the contemporary Indian scenario. The researcher used five points Likert scale to frame the structure questionnaire. 30% respondents selected by the method of stratified purposive random sampling for collecting data equally from all universities of Tamil Nadu to represent the population under this study. In SEM model, AMOS 20 used in this study.

5. FINDINGS

The assessment of model fit indices for the measurement model. Based on the results of the study (Table-1), appropriate statistics confirmed that the measurement model shows an appropriate agreement with the data, indicating that there is no need for further modification of the model.

Table No 1.
 Parameter estimates for the measurement model

Regression Weights			Standardized Loadings	Standard Error	t-value	P	AVE	CR
SA6	<---	SA	.901		.*	***	0.72	0.71
SA5	<---	SA	.879	.097	7.388	***		
SA4	<---	SA	.896	.048	12.856	***		
SA3	<---	SA	.791	.065	12.843	***		
SA2	<---	SA	.812	.069	12.859	***		
SA1	<---	SA	.832	.054	12.750	***		
J14	<---	JI	.870		.*	***	0.81	0.75
J13	<---	JI	.863	.162	11.913	***		
J12	<---	JI	.835	.088	12.411	***		
J11	<---	JI	.843	.080	6.390	***		
JS5	<---	JS	.819		.*	***	0.73	0.70
JS4	<---	JS	.833	.067	5.644	***		
JS3	<---	JS	.827	.038	11.741	***		
JS2	<---	JS	.784	.078	12.587	***		
JS1	<---	JS	.890	.084	10.842	***		

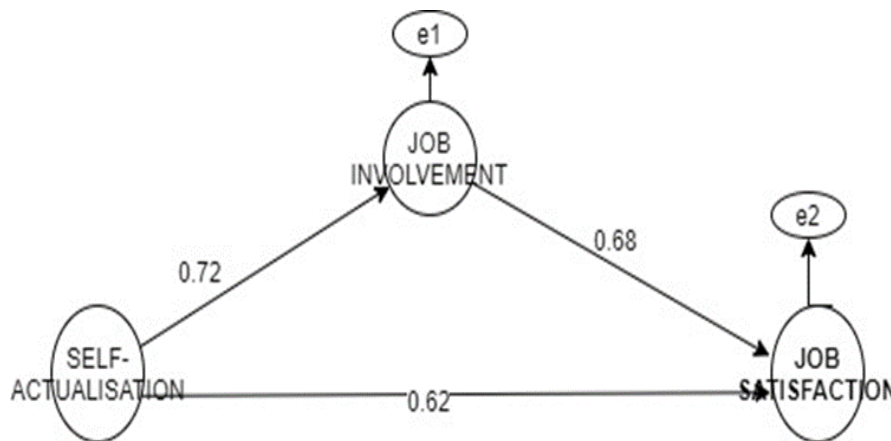
Table No. 2.
 Measurement Model Estimates Values

Absolute fit measures					Incremental fit measures			Parsimony fit measures	
	χ^2	Df	χ^2/df	GFI	RMSEA	RMR	NFI	CFI	AGFI
Criteria			<5	\geq 0.90	< 0.08	<0.05	\geq 0.90	\geq 0.90	\geq 0.90

Obtained	209.586	85	2.466	0.945	0.057	0.039	0.901	0.933	0.922
Note: χ^2: Chi-square; Df: degree of freedom; GFI: Goodness of fit index; RMSEA: Root mean square error of approximation; NFI: Normated fit index; CFI: Comparative fit index; AGFI: Adjusted goodness of fit index; RMR: Root Mean Square									

The results of the respective measurement model (Table-2) indicated that the GFI and RMSEA absolute fit measures were 0.945 and 0.057. In addition, the CFI and NFI compliance measures were 0.933 and 0.901, respectively, and the AGFI compliance scale was 0.922. All measurements calculated above are exceeded at the suggested low values. Beyond that, and most importantly, the co-reliability and mean change obtained for all factors involved in the model exceeded 0.5. In addition to these indicators, the 2 / df ratio was 2.466, which was within the recommended threshold level (eg, $1.0 < 2 / df < 5.0$). As a result, the physical statistics concluded that the measurement model showed insufficient data, indicating that no modifications to the model were required. Thus, a one-dimensional model was established (Byrne, 2010; Hair et al., 2013). Investigation of the solution presented in Table 2 shows that all parameter estimates show the correct mark and size; Standard errors were neither too small nor too great; All t values (critical ratios) were greater than 1.96 and were significant at 0.001. Thus, all estimates were considered reasonable and statistically significant. According to Hair *et al.*, (2013), the factor load should exceed 0.5 level for all individual items. Likewise, Fornell & Larcker (1981) suggested that the composite reliability value (CR) is higher than 0.60 from all combinations and that the mean variance extracted (AVE) is greater than 0.50 in each dimension. Indicators designed to measure a common underlying factor all have relatively high standards for that factor.

6. PATH ANALYSIS (HYPOTHESIS TESTING)



The result of the study indicates that hypotheses, H1, H2 and H3 are accepted and found statistically significant since their respective p-value is significant at 0.001. So that, job involvement and job satisfaction has found significantly impact on self-actualization. The results indicate that self-actualization has significant direct positive impact on job satisfaction ($\beta = 0.186$, t -value = 4.683, $p < 0.05$). The indirect impact of self-actualization on job involvement is significant ($\beta = 0.163$, t -value = 4.964, $p < 0.05$). The indirect effect of job involvement on job satisfaction is significant ($\beta = 0.20$, t -value = 14.805, $p < 0.01$).

Table No 3.
Parameter estimates for the measurement model

Structural Path	Hypothesis	Beta	t-value	Decision
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		Coefficient		
JS<--- SA	H1	.186	4.683**	Supported
JI<--- SA	H2	.163	4.964**	Supported
JS<--- JI	H3	.202	14.805***	Supported
** p < 0.05 (Significant at 99% Confidence Level)				
*** p < 0.01 (Significant at 99% Confidence level)				
Beta => Structural Path Coefficient / Standardized Partial Regression Coefficient				

The results reveal that the mediation effect of job involvement between self-actualization and job satisfaction is partial as the indirect effect togets reduced but remains significant. The mediation effect has been further confirmed with the Sobel Statistic.

Table No.4:

Before mediator variable entered the model – D0irect Effect

			Beta Estimate	SE	CR	P- value	Result
JS	<---	SA	0.343	0.065	6.641	0.000	Significant

7. CONCLUSION

The relationship between the extent of higher education intuition in embracing self-actualization, job involvement and job satisfaction in Tamil Nadu universities in India is positive and strong. Self-realization positively affects job involvement, it also strongly affects job satisfaction for survival, which is the most powerful factor among others, and also the positive effect of self-realization on job satisfaction.It can be concluded that self-actualization influences the job involvement of academic leaders in Tamil Nadu universities is an important aspect to consider job satisfaction. Even when job involvement has been presented as a mediating variable, the impact of self-actualization is still significant. Thus, it can be concluded that self-actualization is a vital contribution to job involvement and influences job satisfaction.

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