

Job Involvement and Social and Family Role Stress: A Study Across Gender and Locale

Prof. Khokhar manju

Professor, Department of Psychology, Meerut College, Meerut, India

***Corresponding Author:** Prof. Khokhar manju, Professor, Department of Psychology, Meerut College, Meerut, India

Abstract: The present study investigated the relationship between job involvement and social and family role stress, focusing on moderating effect of gender and locale (urban & rural). A cross-sectional study was designed which captured a snapshot of this relationship by examining the extent to which social & family role stress, gender and locale are factors with job involvement among Primary school teachers. For this purpose, the data was collected from 300 primary school teachers through standardized questionnaire such as job involvement scale developed by (A.P. Singh 1984) and social & family role stress by Vadra & Akhter, 1990. The data was analyzed with the help a correlation and analysis of variance, t test was also applied for finding out significant differences between groups. The results obtained by these techniques revealed that social and family role stress was negatively related to job involvement. It means that as social & family role stress was increasing job involvement was decreasing, further no significant differences were obtained between male and female on job involvement but locale (Urban & Rural) has effect on job involvement. It was found that male school teachers who were working in urban school have higher job involvement as compared to their counter parts in rural areas. No such significant differences were obtained in case of female primary school teachers. t value showed that female school teachers who were working in rural areas have more job involvement as compared to those who were working in urban areas.

Thus, the findings highlighted the policies related to teachers for understanding their psychological involvement with their job and adopting strategies for enhancing involvement of teachers with their job. In this respect the present study has applied application in our teaching fraternities.

Keywords: Job involvement, Social & Family Role Stress, Strategies enhancement, Applied Application.

1. INTRODUCTION

In this modernization era education is very important weapon of life to get victory and success in each and every sphere of life. In this context a teacher is role is very important to shape the present and future of the students especially at primary level. A teacher's involvement with his/her job is related to so many social, psychological and demographic variables such as religion, type of school, Locale (Urban/Rural) work experience and age etc. Job involvement refers to the degree to which employees emotionally and cognitively engaged with their work. It signifies the deep-rooted connection where an individual identifies with their job roles, aligns personal goals with organizational objectives and exhibits higher commitments. Review of literature on job enlargement revealed that positive and negative (Higher & Lower) job involvement is related with so many socio-psychological variables such as job satisfaction, job security, authority, work experience, job anxiety and quality of life, public & private sector organizations.

Srivastava & Krishana (1992), compared job level and job involvement in public & private sector employees. Naaz (1999) found skill variety as important factor of job involvement. Anita (2014) also found moderate level of job involvement among many marketing professionals, Bodiwala & Chaithani (2020) found job involvement is related to demographic variables such as work experience & work environment. Shree & Geetha, (2017) also found same result among primary school teacher. Thus, job involvement refers to psychological involvement with their work and also for student's success.

1.1. Social and Family Role Stress

SRFS is one of the important predictors in job involvement work performed play very important role in individual socio-economic and intellectual life. Work not only fulfill basic needs but also higher order

needs (such as self-esteem, decision making, autonomy etc. In today's changeable environment working professionals (Both male & females) are engaged in multiple roles which hinder their performance in actual work place. The survey of literature revealed that social and family role stress does not reside at work but it may also reside in the family and society in which they are living Hassain, 1997; Ivanceirich & Mattsen 1984; Vadra & Akhtar 1992; Sumathi & Prathiba, 2017; Unruh et.al; 2016. These scholars have found that working women are involved simultaneously in plural system & relationship with the family and with the society. Sometimes these roles after involved in consistent or conflicting demands.

When individuals have higher level of stress related to their social and family roles, it can lead to decreased motivation, morale, lack of job satisfaction ultimately lower level of job involvement in their work, lack of commitment with their work create a sense of strain and make unable individual expose their pull potential and commitment in their job and work place

1.2. Demographic Variables

With regard to demographic variables such as Gender, Locale and Work experience as well as other facts of work life described that female teacher have less involvement in their work as compare to male, similarly urban teachers have more involvement than rural counterparts and job tenure is positively correlated with job involvement. The more experience teachers potentially developed better copying mechanism to deal with social and family role stress and more psychologically involved in their job. (Mahajan 2021)

Thus, keeping in mind the importance of these variables and dearth of studies in the field of educational organization particularly among primary school teachers, the following study has been undertaken.

2. METHODOLOGY

2.1. Objectives

1. To study the level of job involvement among teachers.
2. To assess the extent of relationship between job involvement and social and family role stress.
3. To compare job involvement across gender (Male & Female) and locale (Urban & Rural).

2.2. Hypothesis

Keeping in mind the objectives of the study following hypothesis were formulated.

1. There was a significant relationship between job involvement and social & family role stress.
2. Gender significantly influences job involvement of primary school teachers.
3. Locale (Urban & Rural) influence the job involvement of the teachers.

2.3. Sample

The sample of the study was collected from 300 primary school teachers comprising both male and female teachers residing in urban and rural situated schools. The nature of sample was stratified random sampling. The techniques of selection by simple random sampling techniques.

2.4. Design

In the present research work correlation and 2*2 factorial design were applied to study relationship as well as cause and effect relationship between independent and dependent variables.

2.5. Tools Used

Job Involvement Scale developed by Singh (1984) was applied. It is four-point rating Scale comprising 54 items. The reliability and validity of the scale is .83 and .93 respectively. While another scale was Social and family role stress.(Vadra & Akhtar, 1990) was applied to measure social & family role stress. It is also five-point rating scale reliability and validity of the scale was as .81 and .37 to .82 respectively.

2.6. Statistical Analysis

Pearson correlation, ANOVA and t test were applied to find out relationship as well as cause-effect relationship between independent and dependent variables. The main results obtained by statistical method are given below in the following tables.

TABLE I. *Pearson Correlation Between Independent And Dependent Variable*

| Variables | Correlation with Job Involvement | Significance Level | |
|-----------------------------------|----------------------------------|--------------------|----------------------------|
| Gender | 0.24 | <.05 | No Significant Correlation |
| Locale (Urban & Rural) | .008 | <.05 | |
| Family Role Stress | -.141 | <.05 | |

The variable gender shows a weak positive correlation ($r= 0.24$) with job involvement suggesting that gender is slightly associated with the level of job involvement. One gender is high then other in involvement the correlation is not high. Another variable was locale (Urban and Rural) show a very weak or say negligible correlation ($r = .008$) with job involvement. It means that residence whether teachers were working in urban and rural areas has no relationship with job involvement.

Similarly social and family role stress is negatively related to job involvement suggesting a tendency higher social and family role stress lowering the job involvement with their work. Thus, gender, locale and social and family stress are not strongly positively correlated with job involvement. They are not the strong predictors of job involvement. Further analysis of variance and t test will provide more insight into these variables. (Independent and dependent variables cause & effect relationship)

TABLE II. *Analysis of Variance between Ivs & Dv*

| Source | Sum of Square | Df | Mean Square | F Value |
|-------------------------|---------------|-----|-------------|-------------------|
| Corrected Modes | 2045.860 | 3 | 681.953 | 2.013 |
| Intercept | 5727627.832 | 1 | 5727627.832 | 16910.612* |
| (A) Gender | 97.722 | 1 | 97.722 | .289 |
| (B) Locale (U/R) | 69.289 | 1 | 69.289 | .205 |
| Gender* Locale | 1980.170 | 1 | 1980.170 | 5.846* |
| Error | 100255.280 | 296 | 338.700 | |
| Total | 6182212.000 | 300 | | |
| Corrected Total | 102301.120 | 299 | | |

*Significant at .05 level of significance.

Above table is describing that F value for gender $F=2.289$ and Locale (Urban & Rural) $F=.205$ these values were not found significant at .05 level of significance. It means that there is no significant difference between male & female, Urban & rural in terms of their job involvement. Both the groups have more or less same job involvement with their job. But interaction effects between gender and locale indicated the significant interaction between independent and dependent variables. This refers, that interaction effect of any one group locale or gender has more job involvement than others. Interaction graph and t values are showing this effects.

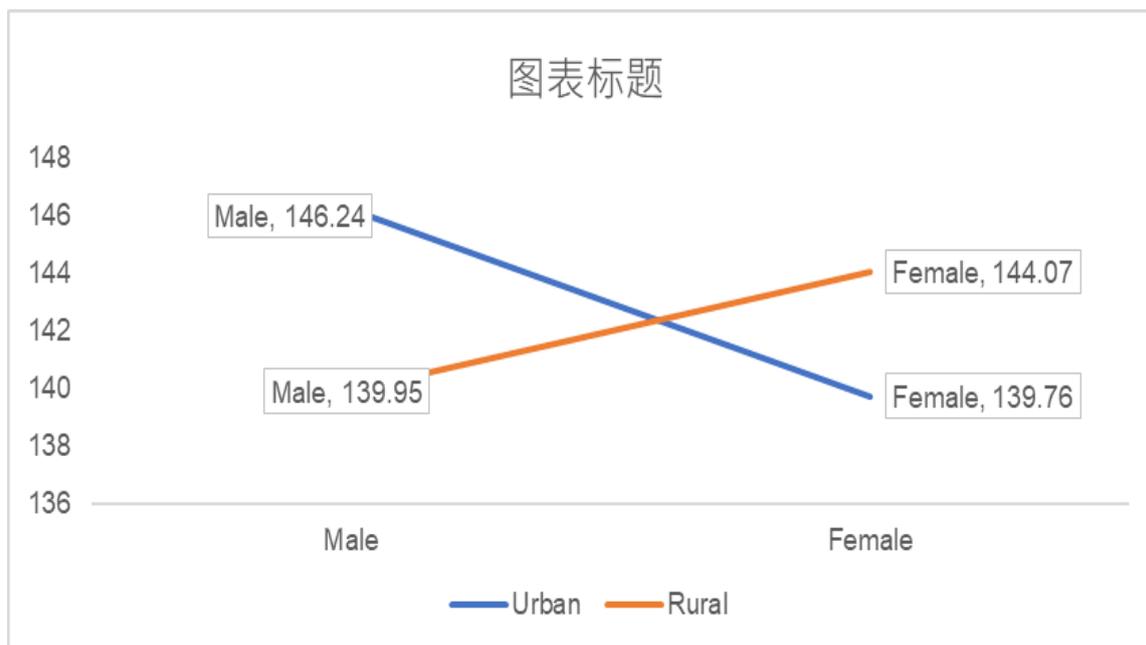
Table III. *Interaction effect of Gender & Locale on Job Involvement*

| Groups Compared Gender * Locale | Number | Mean | SD | t value |
|---|--------|------|--------|-----------------|
| Male  | Urban | 54 | 146.24 | 1.98422* |
| | Rural | 60 | 139.95 | |
| Female  | Urban | 89 | 139.76 | 1.52 |
| | Rural | 97 | 144.07 | |

*Significant at .05 level of significance.

On the basis of above table values and graph representation it can be concluded that this difference between male and female in urban and rural areas can be explained in terms of many socio-economic and psychological factors. Male school teachers have more job involvement with their job as compared to male rural school teachers, this may be due to better opportunity for their children and family upliftment in urban areas which further help to enhance their commitment with their job such opportunities and better working conditions are not possible in rural areas. While in case of female opposite result were found. School teachers in rural areas were having more job involvement than urban women. The main reason behind this involvement may be necessities of life to support their family and children. They have strong role identity, which boost up their sense of responsibilities in their work, on the other hand in urban areas primary school female teachers have less involvement due to social and family role conflict which create barriers in balancing professional and domestic roles. Urban school teachers assume their job as a part time job. Their main emphasis was on their personal and family functions such aspect lowering their involvement with their work. This is amply reflecting in our

findings. School teachers in urban areas have lack of job involvement in female, their work & work places.



(A) Urban Males > Rural Males in Job Involvement

(B) Rural Female > Urban Females in Job Involvement

3. UTILITY OF THE STUDY

1. The result of the present research work is useful for understanding how work and personal life interact, and how this interaction affects employees well-being and their outcomes in job.
2. This research can help to identify potential conflict, develop strategies across gender and residence locale for work life balance and improve their engagement and performance in the work place.

REFERENCES

- Anita, R (2014). Moderate level of job involvement with marketing level of professionals. *Journal of Indian Academy of Applied Psychology* 3(11) pp 75-78 Coimbatore.
- Bodimala, V & Ehaithavi, S (2020). Explore relationship between job involvement and various demographic variables. *The international journal of Indian Psychology*. ISSN 2348,5396 (8) Issue 3 July to Sept.
- Ivancerich, JM & Matterson, M.J. (1984). Fundamentals of Managements: A type AB person works environment interaction Model. *Published Sage Journal*.
- Kranti, W & Narang, S (2015). Job Stress and Job involvement, A study of IT professional from North India. *Prabandhan India journal* 8 (84-DOI 10, 17010/2025V (8) 8/4/63815.
- Mahajan, R (2021). Gender differences of workplace, *International Journal of Indian Psychology*. ISSN 2348-537(6) online Vol of Issue 4 oct-Dec. DOI:1025215/09.4
- Naaz, H C (1999). Role characteristics and demographic variables predictor of job involvement of textile Mill. *Research on Humanities and Social Science*. ISSN 2224,3766 vol 7 no. 17.
- Praveen R (2024). Job Involvement among private employers: Significance and strategies. *The International Journal of Indian Psychology* ISSN 2348.5396 (online) Vol 12; Issue 4 Oct-Dec. DOI 1025215/1204155
- Vadra, P & Akhtar, (1990). *Social and Family Role Stress of a scale* pp59-69.
- Vidhya Shree & D Geetha (2017). A study of Job Involvement and life Satisfaction among primary school teachers. *International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)* ISSN (Online) 2456-3145, Vol 2 Issue I.
- Singh, A.P (1984). Job Involvement Scale: Manual and answer sheet. *Bhargav. Publication Agra*.
- Srivatsav, A. K & Krishana, K (1992). Job Involvement and Mental Health in Public and private Sector organization. A comparative study. *Indian journal of Industrial Relations*. 28 (1) 28 (1) pp 62.

AUTHOR'S BIOGRAPHY



Professor Manju Khokhar, Head Department of Psychology, Meerut College, Meerut (Uttar Pradesh) India. She has published papers in Peer reviewed, referred Scopus listed/ UGC listed journals, have attended national and international seminars, workshops in India. Under her guidance, five students have completed their Phd in psychology.

Citation: Prof. Khokhar manju, "Job Involvement and Social and Family Role Stress: A Study Across Gender and Locale" *International Journal of Humanities Social Sciences and Education (IJHSSE)*, vol 12, no. 9, 2025, pp. 1-5. DOI: <https://doi.org/10.20431/2349-0381.1209001>

Copyright: © 2025 Author. This is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.