

IMPACT OF JOB INVOLVEMENT AND EMPLOYEE RECOGNITION ON JOB SATISFACTION: A CASE STUDY OF NO.6 BASIC EDUCATION HIGH SCHOOL, NAYPYIDAW, MYANMAR

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Abstract

The main aim of the study was to find the impact of job involvement and employee recognition on job satisfaction of teachers at No.6 Basic Education High School, Naypyidaw, Myanmar. Data for the study was collected from 54 teachers of No.6 Basic Education High School. For collecting the data an online structured questionnaire having five Likert scales from 1 to 5 was sent to the teachers through online platforms. Data were analyzed by Statistical Package for Social Science (SPSS) version 26 by correlation method. Cronbach alpha for job involvement was 0.647, employee recognition was 0.678 and for job satisfaction was 0.825. After analyzing the data it was found that there was a positive significant relationship between job involvement and job satisfaction of the employees. In addition, it was also found that there was a positive significant relationship that exists between employee recognition and job satisfaction of the employees.

Keywords: job involvement, employee recognition, job satisfaction, High School, Myanmar.

INTRODUCTION

The main aim of human resources and top management is to increase employee job satisfaction levels in the organization. Suppose an employee of an organization is highly satisfied so they can easily achieve the organizational goals. In order to increase the satisfaction level of the employee, management has to involve the employee in decision-making and job and provide them proper recognition incentives. Dissatisfaction of employees in the organization leads them toward job turnover. Generally, the ability of an organization to obtain organizational goals and have competitive advantage over their competitors mainly depends on the job satisfaction of the employees.

Employee satisfaction is extremely vital in an organization because it is what productivity depends on (Wagner & Gooding, 1987; Wright & Cropanzano, 1997; Sahibzada & Pandya, 2023). Job satisfaction is said to be the extent of the positive affective orientation towards a job (Blegen & Mueller, 1987).

There are various factors, which can increase the job satisfaction level of the employees. Job involvement and recognition is also one of the factors, which have an impact on the satisfaction of the employees. If employees are given proper recognition in the organization, it will lead them to high satisfaction in their job. Recognition must be given to employees in order to keep them motivated, appreciated, and committed (Luthans, 2000; Danish & Usman, 2010). Recognition had a great impact on the motivation and satisfaction of the employees (Vijayakumar & Subha, 2013; Sahibzada & Pandya, 2023). Recognition is said to be appreciation of the worker in an organization for something that he has accomplished for your organization. It can be given when an employee achieves a certain goal (Nelson 2012).

In addition, the job involvement of employees in the organization also leads to employee satisfaction. According to Gopinath & Kalpana (2020), job Involvement is the degree to which an employee identifies with his job, actively participates in it, and considers his job performance important to his/her self-work.

LITERATURE REVIEW

Many scholars have conducted research on the impact of job involvement and recognition on the satisfaction of the employees and revealed that job involvement and recognition have a significant impact on the motivation of the employees. Lofquist and Dawis (1969) defined job satisfaction as the pleasurable emotional state resulting from the appraisal of how the environment fulfills an individual's requirements. The research conducted by DeCenzo et al., (2010) stated that financial and non-financial incentives affect job satisfaction and motivate employees. Among non-financial incentives job involvement and recognition is also one of the factors which leads to job satisfaction of employees in the organization.

Employees in the organization want to be appreciated and want to feel that what they are doing is valued. According to (Tessema et al., 2013; Sahibzada et al., 2023) employees that are satisfied are more likely to be loyal to their companies and display higher levels of performance and productivity. According to Deeprose

(1994), stated that in order to increase the performance and productivity of the employee effective recognition should be provided. In addition, Hussain et al. (2019) stated that recognition of employees has a significant and positive effect on performance of the employees.

Job involvement in the organization increases the job satisfaction level of employees (Gopinath & Kalpana 2019). According to Kerubo and Thomas (2022), there is a significant relationship that exists between job involvement and the performance of the employees. Job involvement gives opportunities for advancement and creates job satisfaction for employees.

SIGNIFICANCE OF THE STUDY

Most of the researchers have conducted a study on the impact of job involvement and employee recognition on the job satisfaction of employees in many public and private sectors throughout the world. However, until now there has been no research conducted on the relationship between job involvement and employee recognition on job satisfaction, at No.6 Basic Education High School, Naypyidaw, Myanmar. Therefore, we have chosen this school for our research. This study will help the management of No.6 Basic Education High School in providing these incentives to their employees in order to increase the job satisfaction of employees, which can further help in achieving the overall goals of the organization.

OBJECTIVES OF THE STUDY

- To find the relationship between job involvement and job satisfaction of the employees at No.6 Basic Education High School, Naypyidaw, Myanmar.
- To find out the relationship between employee recognition and job satisfaction of the employees at No.6 Basic Education High School, Naypyidaw, Myanmar.

HYPOTHESIS OF THE STUDY

H₁: There is a significant positive relationship between job involvement and job satisfaction of the employees at No.6 Basic Education High School, Naypyidaw, Myanmar.

H₀₁: There is no significant positive relationship between job involvement and job satisfaction of the employees at No.6 Basic Education High School, Naypyidaw, Myanmar.

H₂: There is a significant positive relationship between employee recognition and job satisfaction of the employees at No.6 Basic Education High School, Naypyidaw, Myanmar.

H₀₂: There is no significant positive relationship between employee recognition and job satisfaction of the employees at No.6 Basic Education High School, Naypyidaw, Myanmar.

RESEARCH METHODOLOGY

A quantitative research was applied for data collection through an online questionnaire from No.6 Basic Education High School, Naypyidaw, Myanmar. Data for the study was collected from 54 respondents through purposive sampling techniques and was analyzed through Statistical Package for Social Science (SPSS) version 26.

The Likert scale was used as 1 for strongly agree, 2 for agree, 3 for neutral, 4 for disagree, and 5 for strongly disagree. Moreover, Cronbach alpha for job involvement was 0.647, employee recognition was 0.678 and for job satisfaction was 0.825.

SUMMARY AND FINDINGS

Table 1: Demographic statistics of the participants

Number	Gender		Educational qualification			Salary Range	
	Male	Female	Diploma Holder	Bachelor	Master	150000 to 200000	200000 to 250000
	7	47	1	52	1	16	38
Percentage	13	87	1.9	96.3	1.9	29.6	70.4

The above table of the study showed the demographic information of the participants. Table of the study showed that there were total 54 participants among which 7 were males having 13 percent and 47 respondents were females having 87 percent of the study. It also showed the educational background of the study. It showed that one respondent was diploma holder, 52 were having bachelor degree and one of the participants was having master degree. It also showed the salary range of the employees. 16 participants were

having salaries between 150000 to 200000 and 38 respondents were having salaries between 200000 to 250000.

Table 2: working experience of the respondents

Working experience by year	1	2	3	4	5	6	7	8	9	10	12	15	16	17	18	19	20	21	30	33
Frequency	8	5	5	4	1	1	2	5	1	1	2	1	2	7	4	1	1	1	1	1
Percentage	14.8	9.3	9.3	7.4	1.9	1.9	3.7	9.3	1.9	1.9	3.7	1.9	3.7	13.0	7.4	1.9	1.9	1.9	1.9	1.9

The above table of the study showed the working experience of the participants. The table showed that 8 respondents had experience of one year. 5 respondents were of two years, and one respondent had experience of 33 years and so on. It also showed that the high working experience was 33 years and less working experience is one year.

Table: correlation between job involvement and job satisfaction

Correlations

		Job involvement	Job satisfaction
Job Involvement	Pearson Correlation	1	.670**
	Sig. (2-tailed)		.000
	N	54	54
Job satisfaction	Pearson Correlation	.670**	1
	Sig. (2-tailed)	.000	
	N	54	54

** . Correlation is significant at the 0.01 level (2-tailed).

The above table of the study showed that there was a positive significant relationship exists between job involvement and job satisfaction at (r=0.670, n=54, P=0.000) of the employees.

H₁: There is a significant positive relationship between job involvement and job satisfaction of the employees at No.6 Basic Education High School, Naypyidaw, Myanmar. Hence H₁ of the study is accepted.

Table: correlation between employee recognition and job satisfaction

Correlations

		Employee recognition	Job satisfaction
Employee recognition	Pearson Correlation	1	.836**
	Sig. (2-tailed)		.000
	N	54	54
Job Satisfaction	Pearson Correlation	.836**	1
	Sig. (2-tailed)	.000	
	N	54	54

** . Correlation is significant at the 0.01 level (2-tailed).

The above table of the study showed that there was a positive significant relationship exists between employee recognition and job satisfaction at (r=0.836, n=54, p=0.000) of the employees.

H₂: There is a significant positive relationship between employee recognition and job satisfaction of the employees at No.6 Basic Education High School, Naypyidaw, Myanmar. Hence, H₂ of the study is accepted.

CONCLUSION

The finding of the study revealed that there was a positive significant relationship between job involvement and job satisfaction of the employees. Many other scholars have also conducted research on the impact of job involvement on job satisfaction. According to Gopinath & Kalpana (2019) job involvement increases job satisfaction.

Gopinath & Kalpana, R. (2020) also stated that job involvement has a significant relationship with job satisfaction. Another study conducted by Tiwari and Singh(2014) stated that job involvement moderates the relationship between job satisfaction and organizational commitment.

According to Khan & Nemati (2011) job involvement has a significant impact on job satisfaction of employees. Another finding of the study also revealed that there was a positive significant relationship between employee recognition and job satisfaction of the employees. Many other scholars have also conducted research on the

impact of employee recognition on job satisfaction. According to Vijayakumar & Subha (2013), recognition of employees had a great impact on the satisfaction of employees. Ali and Ahmed (2009) also revealed that there is a positive relationship between recognition and employee satisfaction. Danish & Usman (2010) also stated that recognition of employees has an impact on the motivation of employees.

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