<table>
<thead>
<tr>
<th>Hypotheses</th>
<th>145</th>
</tr>
</thead>
<tbody>
<tr>
<td>Methodology</td>
<td>145</td>
</tr>
<tr>
<td>Data collection</td>
<td>145</td>
</tr>
<tr>
<td>Results</td>
<td>146</td>
</tr>
<tr>
<td>Suggestions for further Research</td>
<td>147</td>
</tr>
</tbody>
</table>
The present research work was undertaken with a view to investigate into the effect of organizational commitment and employees motivation on job involvement. Job involvement was treated as a dependent variable and organizational commitment and employees motivation were treated as independent variable.

The sample of the study consisted of 180 employees of different organizations. 90 of them were taken from Public Sectors and rest were taken from Private Sectors.

Test and materials used in the present study for the collection of relevant data were as follows-

1. Job Involvement Scale developed by Dr. Ashok Pratap Singh (1984) was used for measuring job involvement of respondents.

2. Organizational Commitment scale by Dhar, Mishra & Srivastava was used to measure organizational commitment of the employees.

3. Employees Motivation Scale developed by Dr. A. K. Srivastava was used to measure employees motivation of subject.
HYPOTHESES

The following hypotheses for empirical verification were formulated:

1. There would be positive relationship between organizational commitment and job involvement.

2. There would be positive relationship between employees motivation and job involvement.

3. There would be a significant difference between job involvement of employees serving in different types of organization – private sector and public sector.

METHODOLOGY

For empirical verification the study was conducted on a sample of 180 subjects. The sample consisted of 90 subjects belonging to private sector and 90 subjects belonging to public sector organization.

DATA COLLECTION

All test and scales were administered to the respondents in different phases. First of all Organizational Commitment Scale and Employees Motivation Scale were administered over the respondents and they were categorized into different groups on the basis of their
respective score after that to measure the dependent variable i.e. job involvement as function of two independent variable i.e. organizational commitment and employees motivation, Job Involvement Scale was administered over them.

RESULT

On the basis of above mentioned results the following categorical conclusions were drawn –

1. The values of skewness = 0.045 and kurtion = 0.224 are within the limits of chance fluctuation.

2. Respondents belonging to High Commitment Group have scored highest mean score (M = 162.63) on Job Involvement Scale than Average (M = 151.46) and Low Commitment Group (M = 138.40). The obtained t values between these groups were found statistically significant.

3. Respondents belonging to High Motivation Group have obtained highest mean score (M = 158.33) on Job Involvement Scale than Average (M = 147.16) and Low Motivation Group (M = 135.13). The obtained values were statistically significant at .01 level of significance.
Suggestions for further research

The area of job involvement is so wide that numerous researches can be conducted related with Job Involvement. However, the interest in the area of Job Involvement is lively and intelligent. At present time, when modern researches have increased the type and extent for studying Job Involvement, it is essential to stimulate researches in each of its aspects. Though the 20th century has presented many and varied advanced techniques for studying it, even the hunger is not yet satisfied. Many further researches are needed. The following research problems can be suggested for further research.

1. From the findings of the present study, it is found that Organizational Commitment is an important variable affecting Job Involvement of employees. If the level of Organizational Commitment increases, there are fair chances for increasing Job Involvement previous studies disclose the fact that Job Involvement is related to several organizational variables. But several other variables e.g. Ego strength should be highly illuminating in explaining and interpreting the results. So, this variable may be suggested for further research in relation to Job Involvement.
2. It would be useful to catalogue the second suggestion for further research that shed light over the nature of Job Involvement. The problem posses more controversy because research on job involvement is comparatively recent indication in unraveling some issues in the area of work motivation. But review of researches indicate that effects of work motivation on job involvement have not been directly investigated. Investigator has pointed this notion. Now further research and analysis is required in this direction.

3. Since this study is related to public and private sector employees, it is recommended that additional studies be made on male and female employees in an attempt to identify the importance of sex as a contributing factor towards the proper development of Job Involvement. Sex differences in the area of Job Involvement have not been observed. So this glaring problem should be investigated.

4. Robinowitz & Hall (1977) have conducted that Job Involvement seems to be a feedback variable; both a cause and effect of job behaviour. Involvement increases as result of satisfying job experiences, and in turn the more involved a person is, the more he will exert on a job.
No direct study on this relationship is available. This point requires further study based on a large sample related from a number of organizations. Characteristics of the job appear to influence both the organizational commitment, job involvement, and they do so for both women and men. The problem is also of importance for further investigation.

5. Past researches has not attempted to explore such factors as education level, health, birth, order and social class in relation to job involvement. So this omitted problem should be investigated.

6. Researches on job involvement is comparatively recent and based on such extensive of empirically oriented psychologist. Research efforts concerning the concept of job involvement is the related strength of an individual identification with and commitment in a particular job. But further research is needed which specifies in detail the effects of personality characteristics, different job setting, subject sample, and measure of causal relationship in relation to job involvement.

7. The investigation needs to be carried out on a longer sample of employees working in the area of education.
8. Certain psychological variables like locus of control of employees be taken in account.

9. The finding need to be investigated further in different regions of India.

10. While studying the nature of job involvement, the influence of organizational culture on job involvement should be also taken into accounts.

11. Comparative study should be conducted in different regions of India as regards the relationship between job involvement, organizational commitment and employees motivation.

12. The study needs to be replicated for further conformation of the findings.

13. Most of the studies in the area of job involvement has been bivariate correlational field surveys. Hence, multivariate studies are needed to sort on the relationship. Since job involvement, is to a great extent, and individual difference variable, research on cognitive characteristics will be useful. Similarly, further research is needed on the joint effects of individual and situational variable on job involvement.
14. The study also suggest the need for further research on role stress and burnout on a large sample of teachers in relation to their job involvement and the same should be compared with other levels of college / university teachers.

15. This study also suggest, if necessary, to design the role and encourage the workers serving in different organizations in understanding the role better as well as enriching it by building the missing dimensions to improve the effectiveness of the employees.

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