

The Impact of Job Performance Due to Job Demands

Dr.C. Ramesh*, Dr.P. Vanitha and Dr.P. Venkateswari

Abstract--- *The main aim of this research is to know the impact of job performance due to job demands. An interview schedule was the main tool used to collect the data from the selected respondents. The statistical tools used for the research is ANOVA, Weighted Average Method, Rank and Discriminant analysis. At the end of the study it was found that the following job demand factors has affected their job performance they are Higher Authority s' Misunderstanding of their personal problems, Lack of team spirit among colleagues, Personality clashes at work. Disturbances in their daily schedule and Dealing with angry students/customers/visitors.*

Keywords--- *Job Demands, Impact of Job Performance, Work Place.*

I. INTRODUCTION

In the current scenario both husband and wife has to be employed only then the survival part will be comfortable and their children can lead their life comfortably. Employed

Couples face so many problems from the starting of the day till the end of the day. They have to face so many hurdles in the home as well as work place. In this study the researcher has concentrated what type of job demands affect the couples's performance at work place.

1.1 Objective of the Study

To find out the job demands that affects the job performance of the employed couples who are working as school teachers.

II. REVIEW OF LITERATURE

The term 'dual-career couples' have been coined by Rapoport and Rapoport (1969) they were the first person to investigate the research field of dual-career families (1).Dual-career couples are defined as a couple in which both partners are career-oriented (Ostermann 2002, p. 44 and Rapoport and Rapoport 1990). (2) Whereas most authors only use the general term 'dual-career couples'. It can also be known as dual earner couples, working couples and employed couples.

Duxbury, Lyons and Higgins (2007) has identify four different family types in modern families where partners are employed they are: 1. The dual-career couples, in which both partners are engaged in managerial or professional work; 2. The dual-earner couples, in which both partners have (low-paying) jobs rather than careers; 3. The status-

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reversal couple, in which the female partner is engaged in managerial or professional work, whereas the male partner has a job; and 4. The new-traditional couple, in which the male partner is engaged in managerial or professional work, whereas the female partner has a job.(3)

Shockley- Zalabak, Ellis, & Winograd, 2000 has shown their interest in the field of organizational behavior in studying factors affecting job performance such as job stress, which made the organization tries to remove or counterbalance the factors causing job stress among individuals in order to improve job performance.(4)

Husain, 2013; Alnaqib, 2012; Dar *et al.*, 2011; Setar *et al.*, 2015 have addressed the subject of job stress\job demands and performance and the relationship between them in many sectors of society (5,6)

Many authors focused on the impact of stress on performance in the educational sector (Ali *et al.*, 2014; Kholifat & Almatarneh, 2010; Vazi *et al.*, 2013; Hanif, 2004). (7, 8, 9, 10)

III. RESEARCH METHODOLOGY

3.1 Research Design

A descriptive research design has been carried out in order to ascertain the characteristics of the variables of interest in a situation. It describes the characteristics of a group of Dual career couples as the age, educational qualification, family structure, monthly income and their opinion about the factors which affect their job performance.

3.2 Collection of Data

In the initial stage the researcher met the higher authority of the schools in Karur district and spelled out about the research work and the researcher went to the schools which gave permission to collect data from the employed couples and discussed with them personally regarding their lifestyle. The information collected from the Dual Career Couples gave an idea for the researcher regarding the study and also to prepare prevalent interview schedules.

In the next stage in order to find out the demands faced in their career and its impact on their job performance, the researcher interviewed the teachers with the help of an interview schedule. The sampling method was a Cluster sampling.

Bearing in mind the time existing and limitations for the precise estimates it was decided to select a sample of 500 respondents. Due care and concentration was given by the researcher while the respondents started to answer the schedule in turn to make sure accuracy of data. Collected data were classified and processed through a computer.

3.3 Tools for Analysis

The collected data from the responded has been properly Sorted, Classified, Edited and by using the appropriate statistical tools. The level of statistical tools used in this study at 1 % and 5 % level of significance. The statistical tool which has been applied in this study is as follows ANOVA, Weighted Average Analysis, Discriminate function analysis.

IV. DATA ANALYSIS

Table 4.1: Demographic Variable

S.No	Particulars	Elements	Frequencies	Percentage
1	Age (in years)	Up to 35	128	25.6
		35 - 45	219	43.8
		46 - 55	153	30.6
2	Gender	Male	179	35.8
		Female	321	64.2
3	Religion	Hindu	325	65.0
		Christians	147	29.4
		Muslims	28	5.6
4	Community	BC	362	72.4
		MBC	89	17.8
		SC/ST	28	5.6
		Others	21	4.2
5	Educational Qualification	Graduate (B. Ed)	127	25.4
		Post Graduate (M.Ed)	346	69.2
		ITI Level	2	0.4
		Diploma	17	3.4
		Engineering	8	1.6
6	Organization	Government School	373	74.6
		Private School	116	23.2
		Contract Basis / Temporary job	11	2.2
7	Nature of Family	Joint	233	46.6
		Nuclear	267	53.4
8	Area of Residence	Urban	220	44.0
		Semi Urban	113	22.6
		Rural	167	33.4
9.	Years of Experience (in years)	Less than 5	173	34.6
		6 - 10	111	22.2
		11 - 15	108	21.6
		Above 15 Years	108	21.6
10	Number of children	1	376	75.2
		2	92	18.4
		3	11	2.2
		4 &above	18	3.6
		None	3	0.6
11	Monthly Income (Rs. In Thousands)	Up to 10,000	40	8.0
		10001 - 15,000	61	12.2
		15001 - 20000	51	10.2
		20001 - 25000	60	12
		Above 25000	288	57.6

(Source: Primary Data)

Majority of respondents are in the age group of 35 - 45 years Most of the respondents are female, they belongs to Hindu religion backward community, their qualification is M.Ed.,they are working in the government schools with less than 5 years of experience, their monthly salary is above Rs.25,000 and their nature of their family is nuclear and they reside in urban.

ANOVA

In order to understand the significance level faced with dual career couples on job demands which affects their job performance an ANOVA test has been done and the outcomes are portrayed in the Table 2 below.

Null Hypothesis

There is no significant difference in the mean scores on demand of job which affect job performance among the respondents.

Table 4.2: ANOVA Representing the Significance Level on Job Demand Faced by Dual Career Couples which affects their Job Performance

SOURCE	DF	SS	MS	F
Between groups	14	227.152	16.225	31.96**
Within groups	7485	3800.137	0.508	

** - Significant at 1 % level (F t. Val=2.02)

From table 2, The F is significant and the null hypothesis of no difference in the mean scores on demand of job affect job performance among the respondents is rejected and there is a significant difference in the mean scores among respondents. The mean scores among the respondent is furnished below:

Table 4.3: Weighted Average Score for the Demand on the Job Faced by Employed Couples which Affects their Job Performance

Demand on Job	Weighted Average Score	Rank
1. Having too much range in your work	2.09	13
2. Too many disturbances in every day schedule	2.32	4
3. Working beyond normal working hours	2.22	7
4. Meeting performance indicators	2.04	14
5. The quantity of new learning vital for the job	1.84	15
6. Higher Authority s' Misunderstanding of your personal problems	2.55	1
7. High Expectations of your work from management / colleagues	2.05	13
8. Insufficient Financial Remuneration	2.11	10
9. Have to park yourself by the computer for a long time	2.27	6
10. Lack of team spirit among colleagues	2.46	2
11. Personality clashes at work	2.37	3
12. Demands raised by the Colleagues to beat deadlines, even when they bring it close to the deadline.	2.18	8
13. I have to help my colleagues with a task while mine remains undone.	2.16	9
14. Having to settle disputes between subordinates	2.10	11
15. Dealing with angry students/customers/visitors	2.30	5

(Source: Primary data)

The table 3 shows the agreeability scores on job demands which affects their job performance, the mean score ranges from 1.84 to 2.55 and ‘Higher Authority’s’ Misunderstanding of your personal problems’ stood at top since it the variable has higher score, followed by ‘Lack of team spirit among colleagues’ secured next higher score and stood at second, ‘Personality clashes at work’ stood at third and finally ‘The quantity of new learning vital for the job ’has least mean score and stood at last.

DEMAND OF JOB WHICH AFFECTS JOB PERFORMANCE

In this research there are two groups, namely those respondents with Lower overall opinion score about Affects job performance (Group I n₁=227) and respondents with Higher overall opinion score about Affects job performance (Group II n₂=273). Eleven Predictor variables considered for the analysis include the following:

Age-X₁, Gender-X₂, Religion-X₃, Community-X₄, Education-X₅, Organization-X₆, Type of family-X₇, Area-X₈, Working in the same-X₉, Place-X₁₀, Exper-X₁₁, Dependents-X₁₂, Child-X₁₃, Servant-X₁₄ and Income-X₁₅.

Table 4.4: Mean Score (Between Low Level of Impact and High Level Impact Groups)

Explanatory Variables	Respondents with	
	Affects job performance-lower level (n ₁ =227)	Affects job performance-higher level (n ₂ =273)
AGE-X ₁	2.02	2.08
GENDER-X ₂	1.54	1.73
RELIGION-X ₃	1.54	1.30
COMMUNITY-X ₄	1.51	1.34
EDUCATIONAL QUALIFICATION -X ₅	2.80	2.78
ORGANIZATION -X ₆	1.41	1.16
TYPE OF FAMILY-X ₇	1.55	1.53
AREA OF RESIDENCE-X ₈	1.91	1.88
WORKING IN THE SAME INSTITUTION-X ₉	1.80	1.74
PLACE-X ₁₀	1.17	1.15
EXPERIENCE-X ₁₁	1.93	2.61
DEPENDENTS-X ₁₂	2.00	2.07
CHILD-X ₁₃	1.34	1.37
SERVANT-X ₁₄	1.83	1.82
INCOME-X ₁₅	3.67	4.26

The table 4 gives an idea about the mean score of explanatory variables between two groups of respondents namely affects the job performance lower as well as higher.

Table 4.5: Tests of Equality of Group Means Univariate Anova

Explanatory Variables.	Wilk's Lambda	F (DF=1, 498)	Sig
AGE-X ₁	1.00	0.83	0.36
GENDER-X ₂	0.96	18.75**	0.00
RELIGION-X ₃	0.96	21.12**	0.00
COMMUNITY-X ₄	0.99	6.24**	0.01
EDUCATIONAL QUALIFICATION -X ₅	1.00	0.06	0.81
ORGANIZATION -X ₆	0.94	32.32**	0.00
TYPE OF FAMILY-X ₇	1.00	0.18	0.67
AREA OF RESIDENCE-X ₈	1.00	0.17	0.68
WORKING IN THE SAME INSTITUTION-X ₉	0.99	2.78	0.10
PLACE-X ₁₀	1.00	0.07	0.79
EXPERIENCE-X ₁₁	0.91	47.11**	0.00
DEPENDENTS-X ₁₂	1.00	0.74	0.39
CHILD-X ₁₃	1.00	0.20	0.66
SERVANT-X ₁₄	1.00	0.03	0.86
INCOME-X ₁₅	0.95	24.29**	0.00

** -Significant at 1 % level (F t. Val=6.63).

It has been observed from the above table that among the explanatory variables, X₂, X₃, X₄, X₆, and X₁₁ differs significantly between the two groups of respondents.

STEP WISE CONNANICAL DISRIMINENT FUNCTION FITTED: $D = -2.462 - .06 X_1 - .18 X_2 + .24 X_3 + .24 X_6 + .02 X_7 + .03 X_8 + .07 X_9 + .02 X_{10} - .68 X_{11} - .03 X_{13}$.

Test Functions

Eigen value: 319

Percentage of variation explained: 100

Wilks Lambda =.758

Chi-square =136.49* DF = 10 p =.000

Canonical Correlation: 492

Classification of Individual

The respondents are classified with the help of using the Discriminant function fit and the observed predictor variables and the correct % of classification is presented below in the table 6.

Table 4.6: Percentage of Correct Classification by Using Discriminant Function on the Data

Respondents with	Affects job performance-lower level	Affects job performance-higher level	Total
Affects job performance-lower level	171	56	227
Affects job performance-higher level	51	222	273

From the table 6 it was found that out of 227 respondents- Affects job performance-lower level, 171 (75.3 %) were correctly classified; out of 273 respondents - Affects job performance - higher level, 222 (81.3 %) were correctly classified. Hence the percentage of correct classification is $(393/500) * 100 \%$ or 78.6 % of original grouped cases correctly classified. The above classification clearly indicates adequacy of the model in discriminating from the two groups.

RELATIVE IMPORTANCE OF PREDICTOR VARIABLE

The relative importance of each predictor variable in discriminating from the two groups is obtained and the results are presented below.

Table 4.7: The Relative Importance of Variables in Discriminating from the Groups

Explanatory Variables	Importance value of the variable (I _j)*	Relative Importance (R _j) %	Rank
AGE-X ₁	0.0187	1.5	6
GENDER-X ₂	0.1549	12.7	4
RELIGION -X ₃	0.1826	15.0	3
ORGANIZATION -X ₆	0.3674	30.1	1
TYPE OF FAMILY -X ₇	0.0170	1.4	7
AREA OF RESIDENCE-X ₈	0.0124	1.0	8
WORKING IN THE SAME INSTITUTION -X ₉	0.0648	5.3	5
PLACE-X ₁₀	0.0125	1.0	9
EXPERIENCE-X ₁₁	0.3781	31.0	2
CHILD-X ₁₃	0.0108	0.9	10
Total	1.2192	100.0	

*I_j= absolute mean difference between two groups * disc. Coefficient of each example. Variable.

From the above table 7, four variables, namely 1. Organization, 2. Experience, 3. Religion and 4. Gender are substantially important variable in discriminating between the two groups, namely respondents - Affects job performance at lower levels among respondents - Affects job performance at a higher level among the respondents.

V. SUMMARY AND DISCUSSIONS

It was also found that the following job demands affects the job performance of working couples are as follows Higher Authority's' Misunderstanding of their personal problems' has higher mean score and stood at the top, after that 'Lack of team spirit among colleagues' secured next higher score and stood at second, 'Personality clashes at work' has secured next higher score and stood at third and final 'The quantity of new learning vital for the job' has least mean score and stood at last. The four variables, namely Organization, Experience, Religion and Gender are substantially important variable in discriminating between the two groups, namely respondents - Affects job performance at lower levels among respondents - Affects job performance at a higher level among the respondents.

5.1 Limitations and Implications for Future Research

Due to time constraints the present research has the following limitations

1. The study has been confined to Karur Taluk of Karur district only and it can be extended further by carrying out a related study incorporating another taluk of Karur districts of Tamil Nadu and other states in India as well.
2. The present study intends to survey only employed couples working as school teachers in the Karur Taluk of Karur district.
3. The research has taken only on a few factors of job demands affect job performance of employed couples. Beyond these variables, there are many factors that can be taken for future research.
4. The data were collected from employed couples working in government and private schools. A Collection of data from a single sector would have allowed the results more generalized to a wider group. Teachers working in the government and private schools may have different perceptions of work life issues.

5.2 Conclusion

The employed couples job performance is affected mostly by the factors such as Higher Authority's' Misunderstanding of their personal problems and lack of team spirit. Since mostly the couples are working in government institutions the employees should take their problems to the next level of higher authorities so that they may get solutions and feel comfortable to work. Once the couples are comfortable then their performance level will increase. Government can also try to conduct some training problems to over these type of problems automatically the standard of the teachers will increase and they can produce more of good students.

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