

Job Involvement Scale

Dr. Ashok Pratap Singh

Interpretive Report

VIVEK PATIL
13 Mar 2024



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Particulars

Name **VIVEK PATIL**

Age **22**

Gender **MALE**

ID **1234**

Reason for Referral **--**

Assessor **VIVEK PATIL**

Disclaimer

This profile arises from self-report questionnaires which may have alterations/variation due to individual's actual level of motivation, interests, experience, values, abilities, skills, mood state etc. than the analysis in the report captured basis the responses shared at the time of testing. The report must be interpreted in the light of corroborating evidence gained during the clinical interview. The findings of this report should be professionally interpreted in the light of other information about the individual. This report may include sensitive information that is likely to be misinterpreted by those without the required training. Authorization for use of this report is limited to the examinee and their designated consultants. Any further use requires the authorization of the examinee or their legal guardian.

Introduction

This report is based on the subject's responses to the Job Involvement Scale. The report provides comprehensive information about the respondent's degree of job involvement and its interpretation.

Overview of the test

The Job Involvement Scale is a 54-item self-report instrument that measures the degree of a person's involvement in their job irrespective of the nature of their work, organizations, machines, and tools they use. The scale has been developed by Dr. Ashok Pratap Singh. A person's involvement with their work is measured with respect to six dimensions- Intrinsic motivation, attachment to work, fulfillment of organizational demand, commitment for work, internalization of organizational goals, and organizational identification.

Results

TOTAL SCORE	QUALITATIVE DESCRIPTOR
131	Low

SAMPLE

Job involvement may be defined as the internalization of values about the goodness of work or the importance of work in the person's worth, and it thus measures the ease with which the person can be further socialized by an organization. A person may be said to have been involved in their job- (i) when work to him is a central life interest, (ii) when he actively participates in his job, (iii) when he perceives performance as consistent with his self-concept and (iv) when he perceives performance as central to his self-esteem.

Total Score Interpretation

Overall_Low Job Involvement

The respondent's score corresponds to " Low Job Involvement." This entails that the individual is not very motivated towards their job. They may rely on extrinsic factors or incentives to pursue quality work professionally. The individual is unlikely to go above and beyond the minimum requirements of their job in order to achieve success. They hardly feel any attachment towards their work projects and may not approach their work in a rigorous manner. Some factors that might lead to this outcome might be personality factors, personal life situations, or a hostile work environment. Their personal conduct is unlikely to be influenced by their organizations' projected brand image or protocols. The employer organization's goals are also improbable to be reflected in the individual's future vision.

Item Responses

1	1	2	2	3	4	4	2
5	1	6	4	7	3	8	3
9	4	10	2	11	2	12	4
13	1	14	2	15	1	16	1
17	3	18	3	19	1	20	2
21	3	22	3	23	2	24	2
25	2	26	4	27	1	28	3
29	1	30	1	31	2	32	2
33	3	34	1	35	4	36	1
37	1	38	3	39	4	40	1
41	2	42	3	43	1	44	4
45	4	46	4	47	3	48	3
49	2	50	2	51	3	52	3
53	4	54	3				

Impressions / Suggestions

Assessor Suggestions for the Report

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