

ABSTRACT

The purpose of this study is to gain a better understanding of the relationship between job involvement and job satisfaction of employees in Wuhan private driving schools. This study also focuses on revealing different demographic characteristics of employees exhibit that affect their involvement and satisfaction level. For this research, three-part questionnaire were sent to the randomly selected private driving schools in Wuhan. For the statistical treatment, Average weighted mean was used to rate the different job involvement and job satisfaction in terms of intrinsic and extrinsic job satisfaction among demographic groups. One-way ANOVA and a series of Mann-Whitney tests and Kruskal-Wallis tests, and Pearson Correlation tests were conducted to test the hypotheses.

There are 4 grouping items: age, tenure, department and position strongly related to job involvement. And having 5 grouping items strongly related to job satisfaction in terms of intrinsic job satisfaction, which is age groups, tenure groups, education level groups, department groups, and position groups. Only one grouping item is not related to extrinsic job satisfaction that is department groups.

The results of analysis indicate there is a positive relationship between job involvement and job satisfaction in terms of intrinsic and extrinsic job satisfaction.

According to the findings, there are some recommendations and suggestions for the managers and future research. For example: researcher suggests that managers focus on training young employees to improve their skills and enhance their experiences. This study identified only six characteristics that possibly influence employee's job

involvement and job satisfaction. It is recommended that future studies continue in the quest to identify factors that influence employees' job involvement and job satisfaction.

