

## HOW JOB WORK INFLUENCE ON STUDY PERFORMANCE OF (MS & PHD) STUDENTS OF SINDH: A GROUNDED THEORY APPROACH

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### ABSTRACT

This study explores how job work is influencing the study performance of students in Sindh. For this study the researcher has used grounded theory approach by Strauss & Corbin (1990), and interviews were conducted from the total 8 students who are doing job and also pursuing their higher studies simultaneously. In this study, axial coding and selective coding is being done through qualitative research software (Nvivo). The main object of the study is to observe how the job work is influencing the study performance. The results show that job work like job meetings, job timing, busy job schedule and job assignments are influencing the study performance because students are giving less time to their study and research work. Moreover, they remained absent from the classes and consequently show low academic performance. This study will help the educational institutes for developing strategies to retain their students in higher education like (MS & PhD) as well as to increase the enrollment in these study programs. This study will also help other organizations to retain their employees who want to get higher education.

**Keywords:** Job Work, Study Performance, Grounded Theory, Axial Coding and Selective Coding.

### INTRODUCTION

Nowadays as the economy is growing in Pakistan, so the number of Graduates and Postgraduates students is also increasing day by day. After completing the sixteen years of education, mostly students want to find jobs in Pakistan and they do not want to get admission in MS or PhD. Because most of the students want to support their families by seeking any job. However, since last few years, the enrollment in MS & PhD has increased and mostly it is observed that students having job are doing MS & PhD in Pakistan. By this way they not only continue their higher studies, but they also financially support their families. Most of the students argue to do job during education because of study cost and other living expenses. It is not only

the case in Pakistan but in many other developed and developing countries. Students are working during their study times. There are 41% students in United Kingdom are involved in term time employment (Woodward, 2003). A financial condition of most of the University graduate students is improving after employment, and they want to continue higher studies for the development of their career. Doing job during study has some advantages like manageable skills, employment experience, confidence in work life and time management skills. (Oviatt, et al, 2017). However, there are certain negative effects of study too during employment which include sometimes absence in class and failure to do work on the time followed by

stress and tiredness (TUC, 2000). Most of the students believe that doing job during study will lead towards permanent jobs because students share their part time work experience. Previous studies also depict that students are doing job not only for financial purpose but also they want to get employment experience for the future. In the past there is a lot of research conducted to observe the influence of part time employment on academic performance of the students. Working long hours has negative impact on the study (Hansen, 2000). Moreover, students are facing conflict between work and study of University (Koivisto, 2019). Students of MS & PhD are not only doing course work but they have also research work compulsory for the degree. Consequently, they need a lot of time to their study and research. In Pakistan, Universities and other higher education institutes have started evening programs to attract students who are doing job. Work-study conflict concept came from Inter-role-conflict and work-family conflict. Many past studies have emphasized on the impact of work on the family and impact of family on the work (Allen et al, 2020, Van Der Lippe 2020, Frone, Russell, & Cooper, 1994). So in the same manner, the impact of study on the work and impact of work on the study is the topic of research. McNall & Michel (2011) studied the work-school conflict but the sample of the study was, “students who work rather than employee who study”, and that study was quantitative in nature. But in this study, the main focus is given on the “employees who study rather than student who work”. It means full time employees who are doing their MS & PhD are the main focus of the study. The previous studies focus on the regular students and part time employees but this study is focusing on part time students, and it is qualitative in nature. This study will help Universities to develop policies how to facilitate the students who are doing job and want higher education. Further, this study will help employers how to make the most of those employees who are doing further studies, and how to retain these employees in future.

## 2. Literature Review:

Work-school conflict is the degree to which work deters or limits student's capability to accomplish

school responsibilities, tasks and demands (Markel & Frone, 1998). Previous studies either support or reject the concept that job work has negative influence on study of the students. As D'amico, (1984) found that there was no any impact of working on academic achievements. Nonis & Hudson, (2006) also found that there is no any relationship between hour spent in working and academic performance. However, (1994) argue that student having employment achieve low class grades in their degrees. Working long hours has negative influence on study of US high schools students (Lillydahl, 1990). Most of the part time students said that their part time work negatively influenced on the study (Curtis & Williams, 2002). Pressure conflict of work-school conflict causes huge time pressure to the students and pressure of time on students who are working simultaneously and studying. This is highly debated in the extant career development Literature (Thamrin, et al, 2019).

Most of the researchers in the field of applied psychology and organizational behavior have worked on inter-role conflict and its two forms i.e. Work family conflict and Work life conflict. Inter-role-conflict occurs when time, energy and behavioral demands interferes with family roles or work life roles (Kossek & Lee 2017). Work family conflict is new challenge for modern societies because most of the working males and females have asserted that work has conflicted with their family responsibilities (Cinnamon, 2018), On the other hand work life conflict is another form of Inter-role conflict in which work role conflicts with the personal life of individuals like time for friends, time for education and physical exercise, social interaction and participating in religious activities (Kossek 2016). There are three types of Inter-role-conflict first one is Work family conflict, second one is Family work-conflict and third one is Work-school conflict and Inter-role-conflict negatively influence on work performance (Rau & Hyland 2002).

Extant Literature shows there is work and study conflict exist among working students. Because whenever students are doing job and also continuing study then work study conflict arises (Andrade, 2018). Either students work performance is impacted or their study performance is influenced due to job work. Students who work more than 22 hours per

week secure lower grades and have more dropout ratio as compare to those students who are working less than 22 hours in a week (Applegate & Daly 2006). Many research studies have proved high working hours and high work load are related to work study conflict (Markel & Frone, 1998, Adebayo, 2006). High work study conflict as negative outcomes for the students and their study performance negatively affected. High work study conflict leads to poor health of students (Cinamon, 2016). Students who experience high work study conflict have less sleep; feel lot of fatigue (Park & Sprung, 2015) and work study conflict also leads to depression. A cross sectional study conducted by Applegate & Daly (2006) in university of Canberra concluded that Students doing paid work for few hours in week have no any impact on their academic results and students who are doing many hours in week have negative impact on their academic results. He further argues that effect of paid job on performance of university students is not only limited to Australia but this topic is also discussed in UK Literature as well. A longitudinal study conducted by Salamonsen et al (2012) concluded that nursing student's GPA in their final year have inverse relationship with mean hours in paid work during term time. Work study conflict can be defined as when responsibilities and demands at work place conflicts with the responsibilities and demands in study field (Owen et al, 2018). Most recent studies showed the impact of paid work on study performance of the students (Salamonsen et al., 2020). Working 30 hours in a week have negative affect on grading point average (GPA) of undergraduate students (Genett 2017). Whenever students work more than 20 hours per week their risk of failure in class is high, they get lower grades, missed credit hours and cannot get degree on time (García 2016).

As majority of students are continuing their education with combination of doing a paid job at global level has risen, so many models on work-study conflict were developed like Work-Study Interface model, Work-family interface model, Work-school conflict model and Work-study and facilitation model (Dollard 2017). However most of these studies stand quantitative in nature and focus of these studies was part time employment. But this is the qualitative study which focused on how full time

employment influence on the part time study. On the basis of previous studies, this study will contribute into the existing literature a new knowledge and implication for students as well as employees and Educational Institutes.

### **3. Methodology:**

As the grounded theory purely belongs to inductive research approach that actually guides researchers to choose qualitative sources of data so, in this study, interviews were conducted. In this study how job work influence on the study of students is examined. Grounded theory idea developed by B. Glaser and Strauss (1967) discovers new theories as oppose to testing existing theories. Strauss and Corbin (1990) grounded theory approach is being used which states that there should be preconception before generating a new theory in opposition to (B. G. Glaser, 1998) who emphasis that grounded theory is far from the presumptions and speculations.

However, in this study, Strauss and Corbin (1990) grounded theory approach is adopted because grounded theory is very important to generate the factors of different constructs (Parry, 2003).

### **Data Collection:**

Researchers collected data from the MS & PhD students enrolled in Sukkur Institute of Business Administration University. Convenience sampling technique is used in research. During data collection researchers have selected only those MS & PhD students who are also full time employees in different organizations. As classes of these students are scheduled mostly on Saturday and Sunday so they are called full time employee and part time students. There were total 8 respondents who were interviewed. Among those four males and four were females having age from 22 years to 45 years age. Interview from each students lasted from 10 to 15 minutes. Question regarding timing of job was first of all raised by the researcher. Job timing of first respondent was 7:30 am to 3:30 pm, second & third respondent was 9:00 am to 5:00 pm, and fourth respondent job timing was 9:00 am to 2:00 pm. First respondent was health manager of his department in private company, second and third respondents were employees of NGOs, and remaining respondents were doing job in educational institutes and Private

Banks. All respondents were enrolled in MS & PhD program. Sukkur IBA University is among the top four best business schools of Pakistan. It is located in the rural Sindh where the most of the population belongs to lower middle class and, where most of the students cannot continue their higher education due to financial problems. So after sixteen years of education, they want to go for job rather than to continue their study. After getting job they want to study further. Interviews conducted from the students were tape recorded with the permission of Interviewees. All respondents showed their willingness to conduct interview in English language which is an official language in Pakistan. Interview was conducted at different point of time from the respondents at Sukkur IBA University. Interviews were collected using structured questionnaire.

As grounded theory focuses on coming out concepts from the responses of respondents so no any standardized form of the questionnaire is adopted in the grounded as compare to other research methods. Questions and probe questions asked by the researcher from the respondents are given below:

1. How does your job work influence your study Performance?
2. Have you any time remained absent from class due to your job work?
3. Does your job have negative impact on your academic performance?
4. How does job work effect on your research work of the study?

#### **Data Analysis:**

Data is analyzed by the qualitative data analysis software NVivo because qualitative data analysis software is designed to carry out administrative tasks of data organizing more effectively and efficiently (Adams et al., 1996). After rapid change of computer based qualitative data analysis software in the mid 1980's, qualitative data analysis moved to a unique direction and NUD\*IST recognized the most popularity in market of qualitative research in short period of time. NVivo which is updated and enhanced version of NUD\*IST offered lot of opportunities to the researchers (Ozkan, 2004). Over the last decade the qualitative data analysis through computer assisted software has increased. There are

programs like QDA, NVivo, Atlas/ti to assist researchers with their analysis whenever data is huge enough (Frieze, 2019, Swygart-Hobaugh, 2019). The qualitative data analysis manually is not desirable now a days (Leech & Onwuegbuzie, 2011). Atlas ti and NVivo are the most popular and useful tools for qualitative data analysis. As trust worthiness is the great concern for qualitative data analysis so NVivo software is being used to analyze the data.

Data analysis is being initially done by coding the data. At first, the open coding is being done followed by axial coding. Finally selective coding is being used on the data. As the coding is the initial step in the analysis of data and it helps in data interpretation so first of all researchers have done primary coding on the data to understand concept and related concepts. Primary coding or open coding is being done in the grounded theory approach. Examples of few primary coding or labeling are given in the below from excerpts of interviews:

*“Yes being a full time employee, I have to **give nearly 6 hours to my job work in a day**. Being a manager of health department, I have a **very busy schedule**. I have to attend many **meetings and other job gatherings** in addition to see my patients.”*

Here the respondent talks about the job work activities that are limiting respondent for giving less time to study. Due to busy schedule, job meetings and other job assignments, the respondents said that they gave less time to study and that's why study performance was low.

**Memos:** Researcher has coded *give nearly 6 hours to my job work in a day* because respondents are job holders. They have tough working hours. Researcher has coded *very busy schedule* and *meetings and other gatherings* because these activities are the part of job timings and keep employees busy.

Another transcript of an interview is given below:  
*yes I give **a lot of time to my job nearly 8 hours per day** that's why it effects on my study, I have to go in **field work** as well as I have to **attend meetings**, and I have to **prepare the field reports**.*

Here respondent also talks about the busy job schedule that he has to work nearly 8 hours a day. There are many other job engagements like field



work, other gatherings and preparing reports so he gives less time to study.

**Memos:** Researcher coded he gives a lot of time to my job, have to go in field work, attend meetings and to prepare the field reports because researcher feels these are the factors that make respondent very busy and tired and these elements may cause low academic performance.

However, there are other excerpts from the study. Other themes being abstracted from the excerpts are given below:

“Couple of times I **remained absent from classes** due to my job work. I **cannot give proper time to my study** due to my job. Definitely my **academic performance is getting lower** due to my job work. As I am giving less time to my study so I **cannot do my research work properly as other full time students are doing.**”

Here the respondent is saying that he gives less time to study due to job. He remains absent from the classes. His academic performance is also getting lower due to job work and his research work is also disturbed due to the job timings, job meetings and other job tasks.

**Memos:** Researcher coded *remained absent from classes, cannot give proper time to my study, academic performance is getting lower and cannot do my research work* because researcher feels that all these factors are caused by job timings and other job engagements.

Some excerpts from the other interview are given below:

“Yes as I **cannot give sufficient time to my study** due to my job, that’s why **my research work is not**

*satisfactory.* PhD study needs a lot of work and time so I feel work load by doing job and study simultaneously, and sometimes **remain absent from the classes** due to my job work. My **academic performance is also not so good** in comparison to the full time students.”

Here the respondent is also saying same thing that he cannot give proper time to study due to job. He sometime even remains absent from the classes due to job. His academic performance and research work is also getting lower.

**Memos:** Researcher has coded *cannot give sufficient time to my study. my research work is not satisfactory, remain absent from classes and academic performance is also not so good* because researcher feels that all these factors are caused by job timings and other job engagements.

**Axial coding:**

Axial coding is making comparison between categories and sub categories known as axial coding by Strauss and Corbin (1990, 1998). Researcher has made axial coding on the basis of primary coding. Axial coding is being made by the researchers through the Nvivo software. So on the basis of primary coding, different categories of related concepts are being developed like **busy job schedule, job meetings, job assignments and time to work.** On the other hand, some other categories of related concepts were made from the open coding. These include **absent from study, less research work, less time to study, less academic performance** as shown in table no. 1

**Table; 1: Axial Coding**

N	Creat	Dated	On
	12/22	5/9 /2019	11:32 PM
Busy job schedule	12/22	5/9 /2019	11:32 PM
job meetings and other job assignments	12/1	5 /9/2019	10:47 PM
Time to work	12/1	5/9 /2019	10:56 PM
Gg	12/1	5/9/2019	11:28 PM
Absent from study	12/1	5 /92019	10:49 PM
Less research work	12/1	5/9/2019	11:25 PM
Less time to study	12/1	5/9/2019	
Low academic performance	12/1	5/9/2019	

**Selective Coding:**

Selective coding is being done to select the central categories. A method that is followed by the researchers to select coding is proposed by the (Corbin & Strauss, 1990). So after making categories in axial coding, two central categories are being developed through selective coding. These categories include *job work and study performance*, whereas the *job work* is related with (busy job schedule, job meetings and time to work) and *study performance* is related with the (absent from the study, less

research work, less time to study, low academic performance).

**Word Frequency Matrix:**

Word frequency matrix shows that how frequently a particular word is being used in the research project. Word frequency matrix shows the important words that are being used mostly in the research so in this research work, the words “*study and job*” are mostly used in the research. These frequently used words help researcher in making themes and concepts. Word frequency matrix is shown in table no. 2

**Table: 2: Word frequency matrix**

Word	Length	Count	Weighted Percentage (%)
Job	3	72	12.96
study	5	79	12.14
time	4	34	6.20
Due	3	21	3.83
remained	8	18	3.28
answer	6	17	3.10
absent	6	16	2.92
effects	7	16	2.92
work	4	27	2.74
class	5	17	2.62
impact	6	14	2.55
give	4	11	2.01
Yes	3	11	2.01
ever	4	10	1.82
Lot	3	9	1.64
negative	8	9	1.64
performance	11	9	1.64
academic	8	8	1.46
complete	8	7	1.28

**Word Query Matrix:**

Matrix coding query is very helpful in the comparison of the pairs of data and show the results in table and matrix form. As in word query matrix (figure: 1) data is well organized so researcher can easily establish causal relationships, identify different issues and also can observe different patterns in the data. When the relationships in rows and columns are observed, first of all, job work causes absence

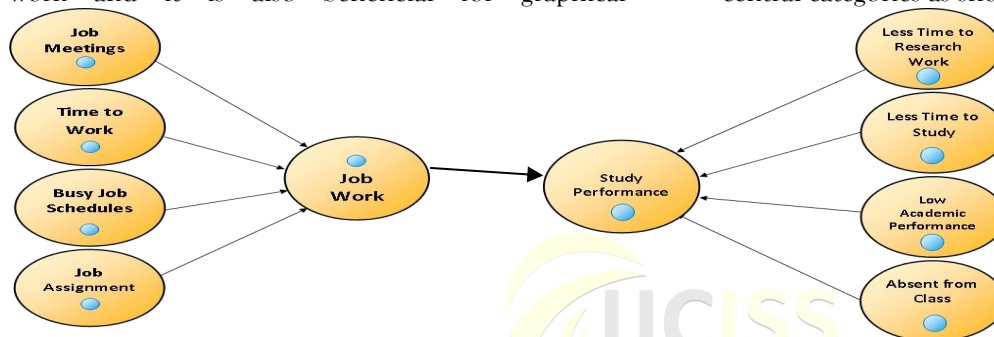
from classes and low academic performance. Secondly busy job schedule influences study performance and also it causes less research work. After that job meetings and other engagements, that are at third number in table, cause less research work and less time to study, and in the last, work influences study performance and also causes low academic performance as shown in table no. 3.

	A: study performance	B: Absent from class	C: Less research work	D: less time to study	E: low academic performance
1 : Job work	0	1	0	0	1
2 : Busy job schedule	1	0	1	0	2
3 : job meetings and other engagements	0	0	2	1	0
4 : Time to work	2	0	0	0	1

**3: Word Query matrix**

**Model of the Study**

Important technique that most of the researchers used in development of grounded theory is known as models or diagrams Holt, N.L., & Dunn, J.G.H. (2004). Model is essential to design the research work and it is also beneficial for graphical



**Figure: 1 Model of the study**

The model shows that how the work is affecting the study performance of the study. These are the key job work factors that are influencing the study performance of the students (job meetings, time to work, busy job schedules and job assignments). On the other hand study performance of the students is affected due to job work in the manner of less time to study, less research work, absent from the classes and low academic performance.

**4. Conclusion and Managerial Implication:**

Job work is the main factor for the part time students because job work takes lot of time of the students and they cannot give proper time to the study. As they have busy schedule and time work is also very lengthy so other job meetings and assignments are also affecting the performance of the study. In this research paper, researcher has tried to understand how the job work influences the study performance of the students. He has used Qualitative research approach based on grounded theory approach to make the concept “how job work influence on study

representation of the data. For developing the model, NVivo software is being used because NVivo modeling tool is very helpful to establish capacity to develop models. Thus with the help of nodes and categories, following model of job work and study performance, following model of job work and study performance is being developed on the basis of central categories as shown in Figure: 1

performance” understandable. This study is the first study to attempt in understanding this concept. This model supports previous studies because part time work has too much influence on the study performance of the students. This study will help employers to understand the problems faced by their employees who are also doing study simultaneously. The job holder students will read theory in educational institutions and will relate that theory with situations experienced at job work. This study will also help Higher Education Institutes of Pakistan to develop strategies for MS and PhD programs and to motivate the students who are their part time students. The reason is because; these job holder students have good field experience and they also possess practical knowledge about the problems as well as opportunities of the organizations where they are doing work. This practical knowledge will be beneficial for their research work and they can write real case studies being observed by them during their job work. This study will help Higher Education Commission and its affiliated Universities to develop

strategies for enhancing enrollment in higher studies like MS & PhD. Because in Pakistan due to low income level, students cannot pursue their higher education. If they get flexible study schedule on weekend basis for their study during job, they can pursue their higher studies. As in Pakistan a number of PhD holders is very low as compare to other developed and developing countries. So Higher Education Commission of Pakistan cannot depend on the faculty members of Universities for research work. Moreover, scholarships provided by government are also not enough to produce PhD holders for country requirement. Hence, if the students are offered flexible study timing so as to carry on job simultaneously, they will get admission in MS & PhD and more PhD holders may be produced by the country at local level.

#### **5. Limitations and Future Research direction:**

This study has certain limitations for very low sample size. Moreover, students of single Institute were interviewed. Therefore, huge sample size comprising more than one institute's students should be studied to get further reliable results. As this study is qualitative in nature so quantitative study is needed to confirm this new theory. In this study, conclusion is derived on the basis of qualitative description provided by the respondents, but quantitative measurement such as Cumulative Grading Point Average (CGPA) and other grading criteria available to educational institutions related with job holder's students will be suitable to confirm this theory in the future.

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