



EMPLOYEE ENGAGEMENT

M.Krishna Phani Sree

Student

K.Sri Ranga Lakshmi

Associate Professor

Department of Management Studies
Sridevi Womens Engineering College

ABSTRACT:

The paper mainly focuses on the employees to improve their performance, goals and values within the organisation. It is a level of commitment and involvement of an employee towards their organisation. It improves the performance of an employee's within the job on the benefits of the organisation. It is a multidimensional concept taking in two way communication between the employers and employees of an organization. It was a positive attitude which was held by the employees in the organisation. It is a measureable degree of an employee's positive or negative attitude at their job which profoundly influences to learn & perform the work. Employee engagement has a direct impact on the organisation's productivity. All organizations want the employees in an organisation to be engaged at the work and may be linked to an organization's financial success.

Keywords-: Employee engagement, Organisation productivity, Organisation.

OBJECTIVES:

1. To know the Employees goals and values towards the organisation.
2. To Understand the Attitudes of your Employees.
3. To know the involvement of employees.

INTRODUCTION:

The concept was existed since 1990, at that the term was used for the first time from 2000 onwards. A number of experiments have defended the employee engagement which predicts the organization success, profitability and financial gains. Some of the common statements regarding the employee engagement which include employee satisfaction in respect to their employee in their organisation. An engaged employee is more profitable, productive, customer focused with the organization. It is based on trustworthy of a communication and two-way comitment between an organisation and its members in the organisation. Employee engagement approach is to increase the chances of a business success of an individual performance, well-being. It mainly involves the nature of the employees in workplace, whether the employee feels that they are mentally stimulated and communication between employees and management. It is also called work management or worker management.

They are some of the aspects involved they are-

- The employees must feel that they are mentally stimulated to do the work within the organisation.
- The growth of employee opportunities within the organization.
- The pride level of an employee has about to work or being associated with the company.
- The organisation must involve the employees in their business planning process.

TYPES OF EMPLOYEES ENGAGEMENT:

There are 3 types; they are

1. Actively disengaged
2. Actively engaged
3. No engaged.

Actively Disengaged: Employees are not happy at work. These employees are unhappy, opposite within the organization. Having done less than the maximum of an employee's longer lost in the firm of organisation by removing the employees whom they perceive will attain the higher positions soon.

Actively Engaged: The engaged employees are those who work with full passion and are emotionally attaches to the organisation. They are inventive and provide new ideas in an organisation. They demonstrate the company's goals and objectives, and always work beyond their job requirements for the improvement of the organization.

No Engaged: employees aren't essentially "checked out". Such employees do put their time, but not zeal in their work. These employees can hold either a positive or negative attitude towards the organization. They consider that their job as a minimum wage nothing more.

Evolution of Employee Engagement:

It is believed that to be embedded in work on employee Organizational Commitment (OC) and Organizational Citizenship Behaviour (OCB). The concept of OC and OCB in connection with engagement is important but engagement is all about aligning the goals of an organisation with an individual's performance.

Robinson et al. argued that it has become a popular term and is widely used. Also, the researchers argued that even though the employee engagement takes in elements of OC and OCB but it doesn't go perfectly with either of organisation commitment and citizenship behaviour. Furthermore, the concepts do not reflect aspects of engagement including sufficiently the level to which employees engaged is convectional to have awareness of the business organization.

Importance of Employee Engagement

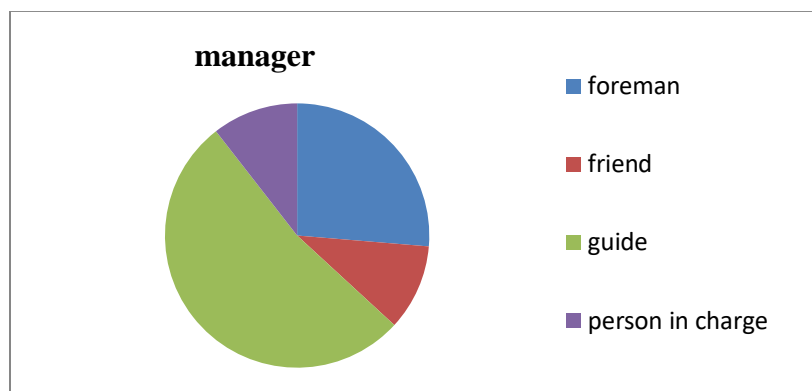
Employee engagement is important for any employer which my aims to retain its valued employees as an employee engagement to manage employer's capability that is related to achieve

the business gains and high level of performance. It is very important to understand the value of an the employee engagement indicates that the intention of an employee is to stay with an organization. Also, workplaces with high levels of engagement indicate profitability and financial gains of the organisation to satisfied customers.

DATA INTERPRETATION

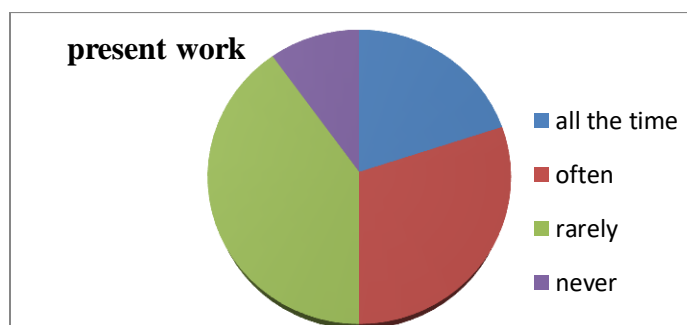
1. How will you narrate your immediate manager?

- a. foreman b. friend c. Guide d. person in charge.



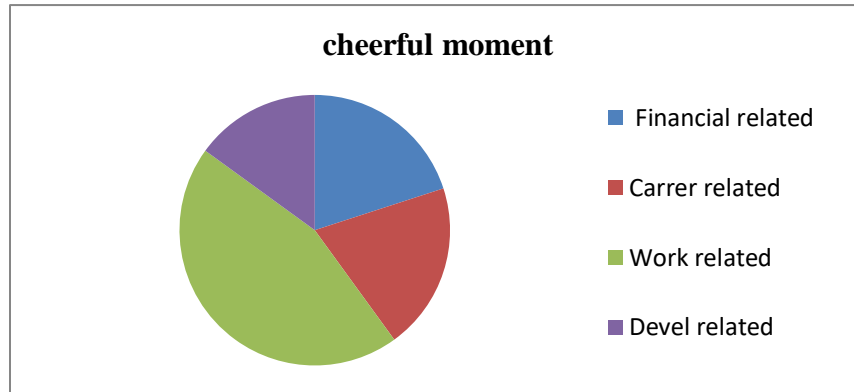
2. Do you enjoy your present/ on-going work?

- a. All the time b. Often c. Rarely d. Never



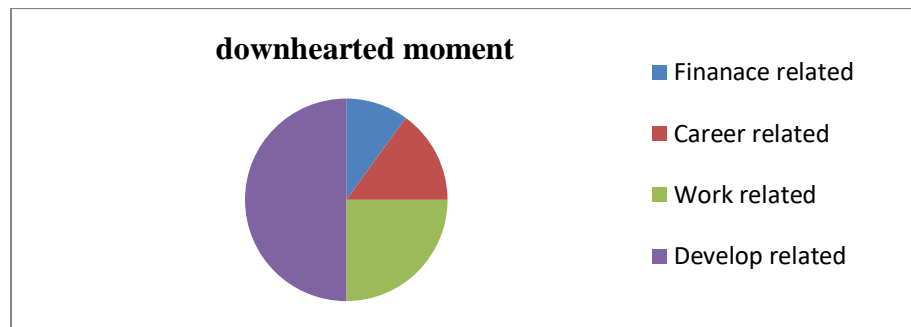
3. What is your cheerful moment in the workplace? (Tick one from each category)

- a. Finance related – Salary / Increment / Bonus
- b. Career related – Promotion / New Job responsibilities / Management support
- c. Work related – Job content / Team members’ support/ Supportive Colleagues / Work Environment / Understanding Boss
- d. Development related – Sponsored courses / Management Programs / Up skilling training / Engagement activities



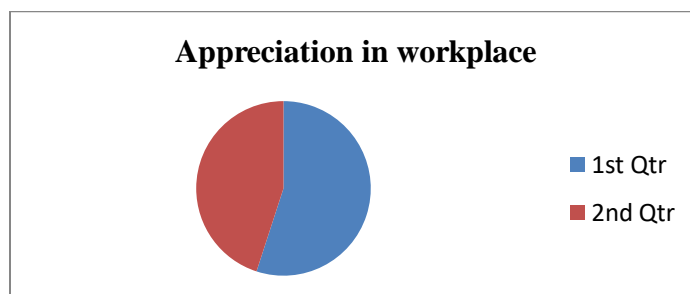
4. What is your most downhearted moment in the work place? (Tick one from each category)

- a. Finance related – Less Salary / Less Increment / Less Bonus
- b. Career related – Delayed Promotion / Less Job responsibilities / Inadequate management support
- c. Work related – Job content / Less Team spirit/ Unsupportive Colleagues / Difficult Work Environment / Non understanding Boss
- d. Development related – No course sponsorship / Less/No Management Programs / Less/No Up skilling training / No Engagement activities



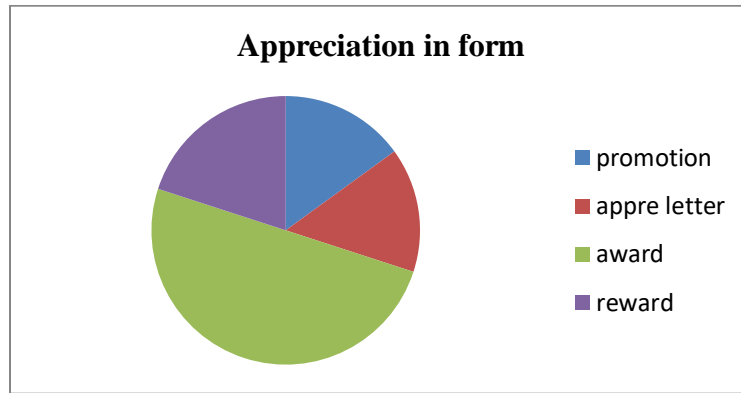
5. Have you received any appreciation for your work recently?

- a. Yes
- b. No



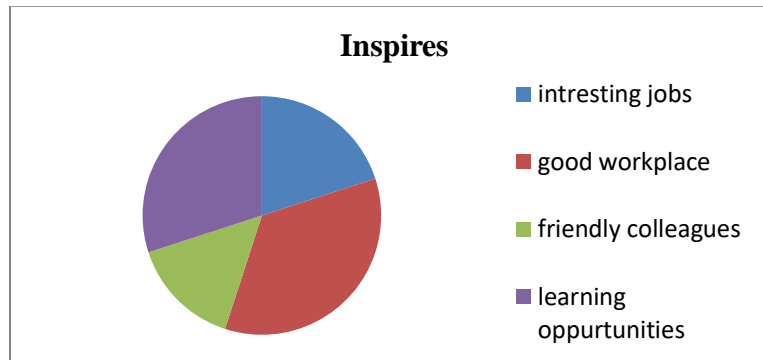
6. If yes, you got appreciation in the form of

- a. Promotion b. Appreciation Letter c. Award d. Reward



7. What inspires you to come to workplace?(rank in order of preference)

- a. Interesting jobs b. Good workplace c. Friendly colleagues
d. Learning opportunities.



8. Did you attend any other special training programs?

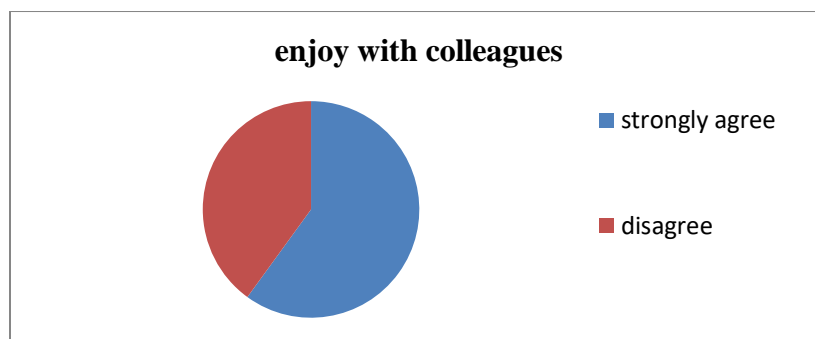
- a. yes b. no



9. Do you enjoy working with your current colleagues?

a. Strongly agree

b. Disagree



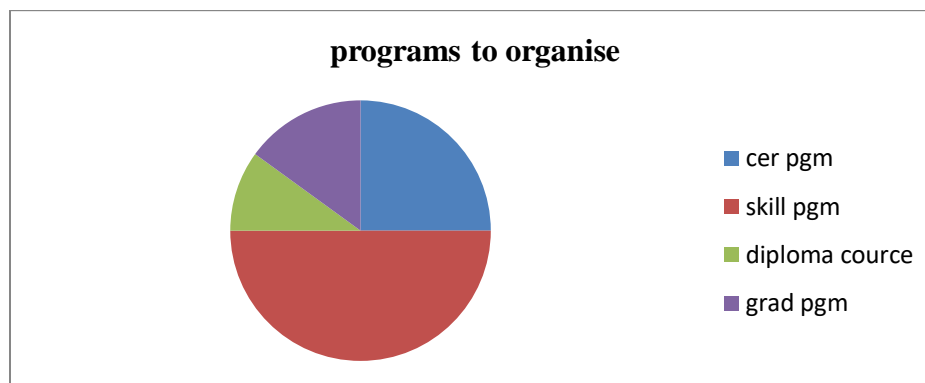
10. What are the programs that you would like the company to organise?

a. Certification Program

b. Skill programs

c. Diploma courses

d. Graduation Programs



LITERATURE REVIEW

Definition of employee engagement:

Employee engagement is defined as being positively present during the performance of work by willingly contributing intellectual effort, experiencing positive emotions and meaningful connections to others. Employee engagement is the extent to which employees feel passionate about their jobs and are committed to the organisation and put effort into their work

Kahn (1990) defined employee engagement as ‘the harnessing of organization members’ selves to their work roles. In engagement, people employ and express themselves physically, cognitively, and emotionally during role performances. The cognitive aspect of employee engagement concerns employees’ beliefs about the organization, its leaders and working conditions The physical aspect of employee engagement concerns the physical energies exerted by individuals to accomplish their roles.

Corporate leadership Council (2004) defined employee engagement as “the extent to which employees commit to something or someone in their organization, how hard they work and how long they stay as a result of that commitment”. It is a desirable condition, where an organizational connotes involvement, commitment, passion, enthusiasm, focused effort, and energy among employees

FINDINGS:

1. Employee engagement satisfies the workplace of an employee.
2. Employees feel that they have opportunities to learn and grow in their organization.
3. Achievements of employees are recognised and also there are rewarded.

SUGGESTIONS:

1. Employees should encourage more so that they are engaged and feel more comfortable to achieve their goals.
2. To enjoy the employees in present work I will motivate them and create a positive environment

CONCLUSION

According to research the employees seem to be quite satisfied and fulfilled within the organisation, still it is very difficult to work towards the perfection. One of the best important things. Engaged employees are more satisfied organization as a result of the commitment of an employees. Engagement is a great predictor of future financial performance; it affects business outcomes as well. Engaged employees enable successful implementation of business strategies, they fuel higher levels of business performance. We would hence conclude that the consequently upbringing and also maintaining that it may lies in the hands of the organisation and it requires a perfect utility of time commitment and investment to create a successful endeavour.

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