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Employee Engagement- A Way to Sustainable Productivity

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ABSTRACT: Employee engagement is a clear way, proper guidance, proper direction, skills orientation, attitude development and series of tasks to be performed by the specific profiled employee. Employee engagement is planning against situations, conditions, challenges and growing demands in the world. It is an interconnected series of related tasks arranged properly in order to complete in a short time. Human potential is unlimited and it can learn anything only needs are proper attitude and desire to learn new things. Employee engagement is the combination of proper directions, guidelines, and motivations for the completion of tasks. It acts as a clarity of light for any task. It is the solution for the improvement of performance and efficiency.

Employee engagement makes work enjoyable and interesting. It gives the feeling of valuable contribution to the company and self. Employee engagement is not a burden it gives satisfaction about assignments and encourages career. It gives a clear understanding of the job, tasks and vision of the company. Employee engagement is the perfect match of the employee's interest and the nature of the job with the organization's missions.

KEYWORDS:- solution-orientated, consensus, blind, equity, cooperative, work engagement, potential analysis, clarity, vision, mission.

I. INTRODUCTION

World is seeking modified and sustainable practices in the era of sudden change. The nature of work is changing and procedures and processes are also changing. The demand is growing for quality products and services. World is asking for quality effectiveness in services. There are challenges for improvement in the quality but not difficult to achieve. It would be effectively achieved through proper employee engagement. Employee engagement means the completion of an assignment or particular work within time. Assignment completion in a series of tasks for the achievement of the target. The target should not become a pressure for work it should interest-based. It is observed that the pressure is increasing in the corporate world due to the absence of the right understanding of employee engagement with its procedures and methodologies. Employee engagement is the smooth concept in which employees perform all series of tasks without pressure and with interest. It is a productive and positive concept which includes a positive mindset for the completion of work or tasks.

The world is changing and moving fast along with the change. Efficiency has demands and requirements in this scenario of change. Growth and efficiency are most required at the workplace to achieve targets and increase production for the fulfilment of the desires of a growing population. The population is an asset but it is also a challenge in front of the production industry. Targets, efficiency and competitions are the three challenges in front of the production industry which will possible only through proper employee engagement policies. The concept of multi-skills is best but employees can not do all the work altogether, human capacity has a limit. Cost cutting is also a challenge and the world is demanding multi-skills in the current scenario for it.

The thought 'boss is always right in any situation' should take into mind for better performance and career growth. On another side, the Boss wants to show performance to a higher authority and for that, it drags employees into work for better performance. On the positive side employees can grow their skills and competencies with work. The employee should work as per directions for the betterment of their career and skills. The Boss has its place and employee should secure their own place with proper management through effective employee engagement. Life and career are the challenges for work and one should design life and career through self-management and self-monitoring.

An employee can perform any work with the best outcomes but it needs proper directions and guidelines for work. It can achieve any goals and targets but it required systematic and proper training for work. The boss should have an estimation of the employee's potential. The boss should not be taken for granted employee without estimation of



potential. The boss must calculate the possibility and risks with the potential and weaknesses of an employee. It must estimate and analyze the potential of the employee before assigning any work. In human resource management practices, estimation of the power and potentials should be the first act before assignment. It can give effective and quality outcomes for work through estimation. Quality in work is only possible if it's done through skilful and experienced hands. It should be also joined with the interest of an employee.

In simple words, The arrangement of tasks for sustainable growth of productivity and employee is called employee engagement. Employees may jumble and confuse due to poor guidelines for work. They may also be blind to methods or techniques for performing particular work. Employee engagement is the 'clarity of light' for work and its methodology for better and clear performance. Employee engagement can enrich performance and productivity at the workplace. Employees can complete the interconnected series of work in order and achieve the final steps of the work. Employee engagement is clarity of orders for work without overlapping another task in between the series of work which already assigned.

Proper directions and proper guidelines are a way to success. Work-related to regular procedures and processes can be performed in better ways due to their regular nature. Particularly in the Boss' and supervisor's minds, regular work must not have any confusion. Conditional and situational works required training, interpersonal skills and convincing power. Situational work is related to decision-making and analysis and it may be difficult for employees without the proper guideline of the boss. Management should focus on employee skill development for performing specific tasks in situations. Each one should have a backup plan in conditions and situations. Clarity about the procedure for doing work is the main need for employee engagement and the workplace. A clear way can lead anyone forward. Employee engagement is a clear way with clear goals.

Change is continuous. Each one has to mould according to the demand of change for their existence. Employees should not be in confusion and have doubts about their potential for performing work. Doubts are confusion that creates disputes and conflict with the boss. Employees should make a joint decision with the boss and should help in its procedure. The boss needs joint decision and support from the employee side. Boss is target orientated and wants to complete the task in any way. The boss doesn't want to hear negative about the completion of work. In any condition and situation, the employee should not say no to the boss. 'No' is a big denial for work and the boss does not like this in any conditions. Employees must have strong reasons for saying 'No'. Employee engagement is solution-orientated not problem-orientated. It is the methodology of finding new ways and inculcating new skills for the completion of work. Completion in proper ways is more important than its denial.

Individuals can learn anything. An individual can be taught and made a good employee in the workplace. There are various training methods through which employees can perform hard work in smart ways. Employee engagement is the plan for learning and developing new methods and techniques for work in a situation and condition. Employees must do things as per the demand and situation. An employee is there for work not for reasons and denial. Denial is misconduct at the workplace. Employee engagement is learning a series of work and its methodologies for completion of the works. Learning and developing is the best way rather than denial.

According to the theory of equity, 'employee should give its best in outcomes as per input given by the company; Input and output should be equal'. If the input is payment and the employee not does as per the payment then there is an injustice with the company. Employees must engage themselves in work and if need skills then the employee must ask for time for the development of skills. Employees can deny working for proper and rational reasons. Employee engagement can set a good work culture at the workplace only it needs cooperative employees. Employees must use their minds for decision-making and should take consensus decisions along with the boss. Boss seeks decisions, positivity and visions for the completion of work rather than complaints and problems. Employee self-engagement in work is the best technique for engagement because of its self-motivated nature. Self-motivation and self-monitoring can save time for thought processes and training. Self-motivation is great motivation and it can perform the best work in better ways. Self-motivation is the best fuel for work. Management also searching for self-motivated employees. It can do better and more properly in its work than outer direction and guidelines.

Employee engagement is the process of creating self-motivated employees through proper directions and guidelines for work.

Employee Engagement is wholly dependent upon the culture and traditions of the organization. The culture of the organization can nurture employee engagement with proper planning and support. Training is one process which can enhance engagement at the workplace by inculcating new skills and methods. Employees should develop



habits of doing things fast for better performance. Performing task with self-motivation and self-initiative is the best engagement in the world. Organizations can do better but due to a lack of proper planning engagement works may in pending. Employees should be involved in active work with full concentration and involvement. Techniques about engagement can be learnt from outsiders and can inculcate in an organization. Techniques are free to observe and free to inculcate only requirement is the attitude of an employee.

II. LITERATURE REVIEW

“A STUDY ON EFFECTIVENESS OF THE EMPLOYEE ENGAGEMENT” Dr. L. Leo Franklin Asst. Professor, Department of Commerce JJ. College of Arts and Science (Autonomous) Pudukkottai 622422, TamilNadu M. Venkatesan Research Scholar, Department of Commerce JJ. College of Arts and Science (Autonomous) Pudukkottai 622422, TamilNadu (August 2015)

According to above two writers from the study on the employee engagement activities at EFD, it was found that the most of the associates are highly engaged and attached with the company both intellectually & emotionally. Also, the study infers that the associates are more pleased about the birthday and other many bashes celebrations and external agencies giving presentations and seminar at EFD, however they expect more increased entertainment programs.

Therefore, the concern has to concentrate and attention more on increasing the entertainment programs & recognizes their personally preferred topics for external agencies presentations. With regards to the approachability and way of thinking of HR & meetings conducted by the HR's at EFD are convincing for the associates.

Sir concluded, the study explores the employee engagement activities at EFD infers that the employees have a good will within the organization and the concern has to focus on the key areas where the associate's needs has to be satisfied to lower the attrition rate, to provide a high-energy working environment and to improve the overall organizational effectiveness.

III. RESEARCH METHODOLOGY

Research in common way of analyzing refers to a search for knowledge. Once can also define Research as scientific and systematic search for pertinent and clear information on a specific topic. Research methodology deals with the manner in which data is collected, analyzed and summarized. The methodology may include research, interviews, surveys, Observation and other research techniques. All the most important technique to collect data.

Problem Identification: There are common problem at workplace such as Improper planning in work schedule, No Delegation and overload and very less load on employees, less planning about estimation of proper and optimum use of manpower and Overload which is reasons for stress. So there is requirement of proper employee engagement planning for betterment of work culture and productivity.

Objectives of Research Paper: -

- 1) To identify current situation of employee engagement
- 2) To identify the need of employee engagement at workplace.
- 3) To Identify Employees Stress as well as interest area.
- 4) To suggest policies of employee motivation and engagement for Employees at workplace
- 5) To analyses the impact of employee engagement on employee's performance and satisfaction.

Types Research – Descriptive and analytical research

Sampling: - Sample size: Sample size would be around **100** respondents.

Sampling Technique: The Sampling technique would be Convenience Sampling technique.

IV. DATA ANALYSIS AND INTERPRETATION

1. Employee feel motivated if

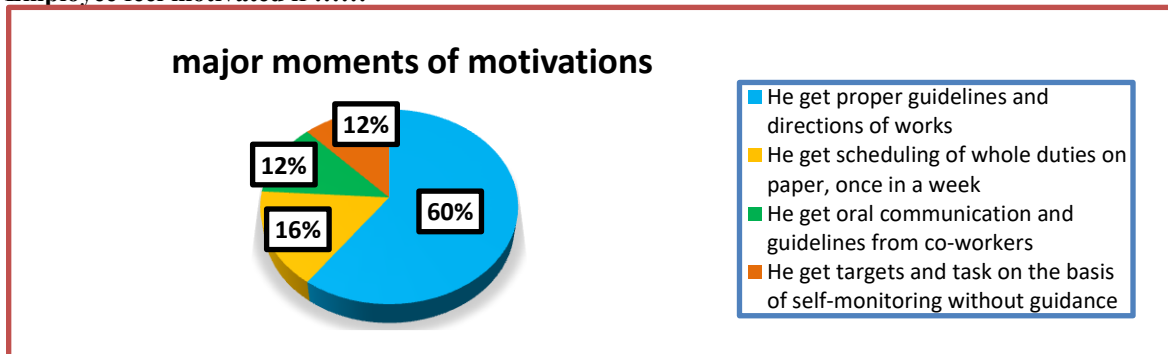


Chart No.1-Showing major moments of motivations

Data Analysis and Interpretation

The above chart is show responses on set to the reasons behind the motivation. Proper guidelines and directions are the main reasons for motivation. Scheduling and proper planning about work is also a moment of motivation. Communication and self-management is also major action for motivation.

2. Knowledge and skills are ok but attitude is crucial for work

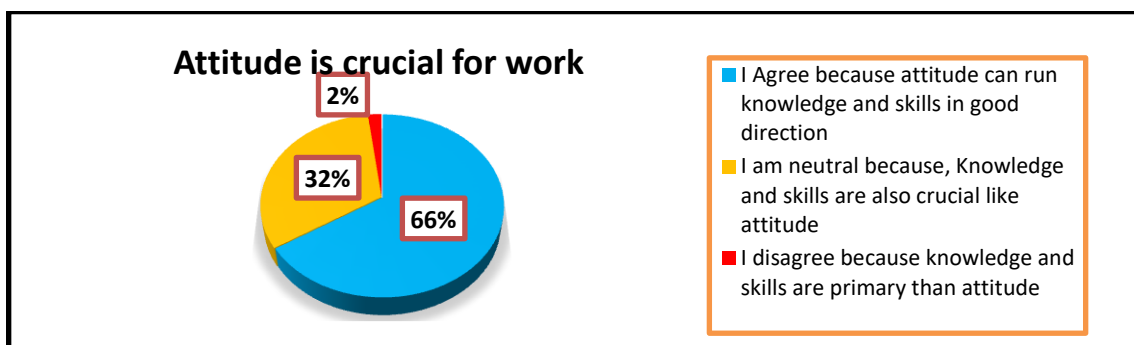


Chart No.2-Showing significance of attitude in work

Data Analysis and Interpretation

From the above chart, it is interpreted that, Most of the respondents agreed that 'attitude is crucial for work'. Some respondents pointed out that knowledge and skills are crucial to attitude. A good attitude can make a good world. A positive attitude is crucial for the growth and development of employees.

3. Out of the following, tick the one which you prefer

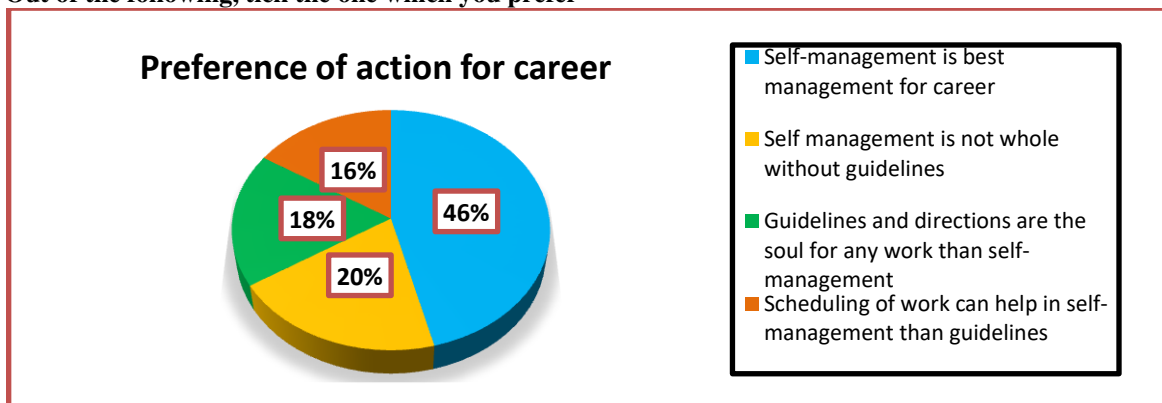
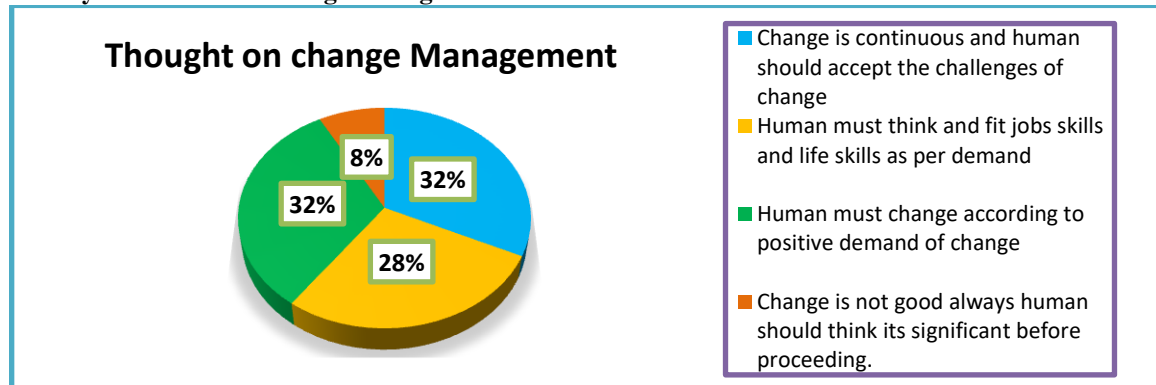


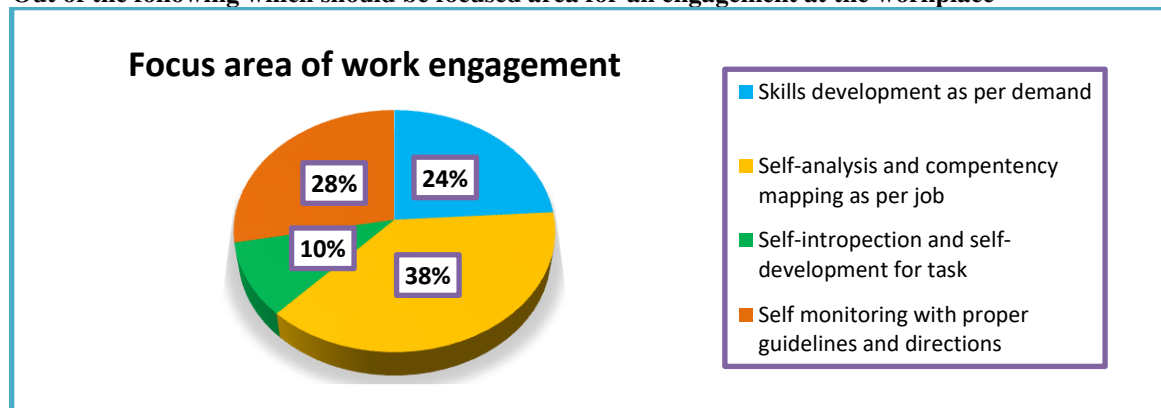
Chart No.3-Showing Preference of Action for Career

Data Analysis and Interpretation

From the above chart, it is interpreted that, Most of the respondents preferred self-management as the best for career development. A visionary approach and continuous learning and improvement are also key actions for learning and development.

4. What you think about change management?**Chart No.4-Showing thoughts of respondents on change management****Data Analysis and Interpretation**

From the above chart, it is interpreted that, Most of the respondents said humans should accept the challenges of change and improve job skills and life skills as per the demand of the world. Change is a continuous process and each one must manage according to the challenge of change.

5. Out of the following which should be focused area for an engagement at the workplace**Chart No.5-Showing focus area of work engagement****Data Analysis and Interpretation**

From the above chart interpreted that, most of the respondent said that self-analysis as per competencies and self-monitoring and proper guidelines and directions of work is the best ways of employee engagement. Self-introspection and self-monitoring are also necessary for proper worker engagement.

V.CONCLUSION

Proper directions and guideline is the key to effective employee engagement. Motivation is important but guidance is crucial for employee engagement. Motivation can improve productivity and efficiency but proper employee engagement improves accuracy and satisfaction in an organization. So, there is a need for proper employee engagement policies in an organization.



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