



A STUDY ON “UNDERSTANDING THE EMPLOYEE ENGAGEMENT ASPECTS IMPACTING ON EMPLOYEE PERFORMANCE”

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ABSTARCT :

The important facets of employee engagement and how they affect worker performance in modern corporate contexts are examined in this study. The study looks at elements like work-life balance, employee empowerment, leadership effectiveness, communication transparency, and recognition because it acknowledges that engaged workers are essential to operational excellence. Information gathered from surveys and interviews sheds light on the ways in which these factors support employee motivation, job satisfaction, and productivity. According to the data, companies that prioritize engagement strategies see a noticeable increase in both organizational cohesion and employee output. According to the report, integrating holistic engagement techniques is a good way to promote long-term employee performance and organizational expansion.

Keywords: Employee engagement, Impact, Employee performance

INTRODUCTION

In today's fiercely competitive and quickly changing business world, companies are always looking for methods to improve performance and keep a competitive edge. Employee engagement has become a key component of high performance and organizational effectiveness among the many elements that contribute to corporate success. The emotional dedication and involvement that workers show toward their company and its objectives is referred to as employee engagement. Employees put extra effort into their work because it indicates a deep-seated connection of personal beliefs with company objectives, which goes beyond simple job pleasure or motivation. Higher levels of loyalty, inventiveness, and productivity are more likely to be displayed by engaged workers, all of which improve the organization's success as a whole.

Organizations in all sectors are giving more importance to programs that promote a culture of participation, acknowledgment, and development as a result of their growing awareness of the vital role that engagement plays. Employee engagement is influenced by a number of factors, including as clear communication, leadership support, opportunity for professional growth, meaningful work, a supportive work environment, rewards and recognition, and a good work-life balance. Effectively addressing these elements tends to make workers feel empowered and appreciated, which boosts motivation and improves performance. On the other hand, the lack of these engagement factors may lead to disengagement, decreased output, increased employee attrition, and eventually, organizational collapse.

Furthermore, the nature of work has changed dramatically in light of globalization and technological improvements, calling for a new strategy for employee engagement. Employee expectations and experiences have changed as a result of remote work, flexible scheduling, digital communication tools, and a greater emphasis on mental health. Therefore, in order to adapt to these developments and guarantee that workers stay engaged, dedicated, and productive independent of their workplace, old engagement methods need to be reviewed.

The purpose of this study is to investigate the particular facets of employee engagement that have a direct bearing on worker performance. The research attempts to give a thorough grasp of how businesses can strategically use engagement techniques to improve employee production and organizational effectiveness by examining both theoretical frameworks and real-world applications. In order to provide best practices for cultivating a highly engaged and productive workforce, the study will look into the relationship between engagement characteristics and performance metrics.

In the end, the research's conclusions will not only add to the body of knowledge in academia but also provide practitioners with practical advice on how to foster a successful corporate culture. Understanding and putting into practice successful employee engagement techniques will continue to be crucial for fostering long-term success and accomplishing long-term objectives as firms negotiate the complexity of the contemporary corporate environment.

SIGNIFICANCE OF THE STUDY

The importance of this study resides in its capacity to offer insightful information on the crucial role that employee engagement plays in improving employee performance to both academic and practical domains. Understanding the elements that promote employee engagement is more crucial than

ever in a time when human capital is seen as one of an organization's most essential assets. These days, businesses compete not just for market share but also for the devotion and allegiance of their employees. Fully engaged workers contribute energy, commitment, and creativity to their jobs, which has a big impact on the long-term viability of the company.

Because it identifies the precise engagement factors that influence worker productivity and efficiency, this research is very pertinent to corporate executives, HR specialists, and legislators. The study offers practical suggestions for establishing a more stimulating workplace by identifying and evaluating elements including professional development possibilities, communication effectiveness, leadership support, recognition, and work-life balance. These insights can assist firms in creating focused interventions to improve overall performance, lower attrition, and raise morale.

The results of this study may help create more inclusive and healthy work environments on a larger scale. Employees are more likely to experience job satisfaction and personal growth when they feel appreciated and involved, which in turn fosters organizational harmony and mental health. Individual workers gain from this, and it also has a good knock-on effect on the company and society as a whole.

In conclusion, this research is important because it aims to close the gap between theory and practice, providing valuable insights that might assist companies in developing an engaged and high-performing culture. In doing so, it hopes to enable companies to fully utilize their staff, leading to long-term success and steady growth in a setting that is becoming more and more competitive.

REVIEW OF LITRETURE

- Hewitt Associates LLC (2004) defined employee engagement as the state in which people are intellectually and emotionally committed to the organization or group, as demonstrated by three essential behaviors. Job engagement, according to Schaufeli and Bakker (2010), is the psychological state that results from the behavioral investment of one's own energy.
- According to Deci and Ryan (1987), management that fosters a positive work environment typically shows consideration for the needs and opinions of employees, provides constructive criticism, and encourages staff members to express their concerns, learn new skills, and address job-related issues. As a result, one important factor influencing employee engagement is a workplace that supports workers in maintaining a focused work-life balance.
- In a similar vein, Driscoll (1978) and Liou (1995) noted that coworkers and employee trust affect employees' levels of involvement. Similar to this, Weng et al. (2010) contended that trust in managers and coworkers raises employee engagement rates, and that the relationship between leaders and subordinates is obviously the source of employees' confidence, respect, and trust in managers. Based on the explanation above, this study suggests that relationships between coworkers and the team affect employee engagement.

RESEARCH METHODOLOGY

OBJECTIVES:

- To study the impact of employee engagement factors in employee performance.
- To study idea about the impact of factors of employees engagement on employee performance.
- To study the measures required for enhancement among the employees.
- To study the essential factors for engagement that impact employees performance.

RESEARCH DESIGN:

The research was exploratory are descriptive in nature. The data for research was collected through questionnaire given to respondents.

UNIVERSE:

The present study consist of the executives from Madhya Gujarat VIJ Company Limited Vadodara.

SAMPLE:

The sample size includes 40 respondents from Madhya Gujarat VIJ Company Limited which consists Executives and Managers.

TOOLS FOR DATA COLLECTION:

The data has been collected through structured questionnaire form.

FINDINGS

47.5% of respondents were women and 52.5% of respondents were men.

According to the data gathered, 52.5% of respondents were between the ages of 18 and 25, 42.5% were between the ages of 26 and 35, and 5% were between the ages of 35 and 50.

We can determine that 62.5% of respondents are satisfied with the organization, 2.5% are not, and the remaining 35% feel moderately about it. Based on data gathered from Table No. 4, 50% of respondents say that new learnings motivate them to come to work each day, 32.5% say that the organizational environment motivates them, and 17.5% say that the facilities offered by the organization motivate them. Based on table no.5, 77.5% of respondents believe their work is valued at work, 2.5% believe their work is not valued, and 20% are unsure. According to table no. 6, 60% of respondents say they are happy at work, while the remaining 40% say they are moderately happy. Of all respondents, 50% have a well-balanced work-life balance, 7.5% have a poor work-life balance, and 42.5% have a moderate work-life balance, according to table no. 7. According to data gathered from table no. 8, 52.5% of respondents stated that their team members support them in their daily tasks, while 47.5% stated that they only occasionally receive encouragement from their teammates.

CONCLUSION

In summary, this study confirms that engaged people are a significant contributor to organizational success by highlighting the critical relationship between employee engagement and performance. Together, the many facets of engagement—such as strong leadership, opportunities for advancement, awards and recognition, open communication, and a positive work atmosphere—help to raise employee satisfaction as well as general commitment and productivity. Workers are more inclined to put extra effort into their work, support company objectives, and enhance workplace culture when they feel appreciated and empowered.

Through the identification of particular engagement characteristics that directly and quantifiably affect employee performance, this study adds to the body of knowledge already in existence. It gives managers and HR specialists useful insights and the resources they need to carry out successful engagement campaigns. In the end, encouraging high levels of employee engagement is a strategic necessity that helps businesses improve performance, lower attrition, and develop a resilient and productive workforce. It is not only a human resources job.

Prioritizing employee engagement will continue to be essential for attaining long-term success and sustainable growth as businesses negotiate the difficulties of a cutthroat global economy. Therefore, spending money on engagement is an investment in people and, consequently, in the organization's future.

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