



EMPLOYEE ENGAGEMENT IN VARIOUS ORGANIZATION: A LITERATURE REVIEW

1 SHIKHA, 2 DR. PRAGYA SINGH

1 RESEARCH SCHOLAR, 2 ASSISTANT PROFESSOR

1 DEPARTMENT OF COMMERCE

1 SPM GOVT. DEGREE COLLEGE, UNIVERSITY OF ALLAHABAD

PRAYAGRAJ, UTTAR PRADESH

Abstract : Employee engagement can be viewed as a potential effect of a work culture. It is a state in which the employee feels a connection to the organization, as if they belong, are valued, and are a part of something meaningful. Engagement also indicates a level of dedication and alignment with the organization. Employee engagement is built on trust, honesty, two-way commitment, and communication between an organization and its members. It is a strategy that improves the odds of corporate success by improving organizational and individual performance, productivity, and well-being. It is measurable. It fluctuates from poor to excellent. It can be cultivated and drastically increased; it can also be lost and discarded. The study looks at the literature on the idea of employee engagement as well as the determinants of employee engagement. This study is based on secondary data obtained from referencing articles, books, and websites.

IndexTerms - Employee Engagement, factors of Employee Engagement and Commitment, satisfaction, performance

INTRODUCTION

Employees who work put their hearts and souls into advancing the organization's interests, exhibiting greater performance while fulfilling his duties, and creating team spirit among his co-workers. They will be more careful, aggressive, and alert in protecting the organization's interests. They are completely reliant on the organization for their livelihood and never attempt to quit. Active employee engagement is critical in increasing the organization's turnover, productivity, security, loyalty, and profit. According to studies on employee engagement, it will have an impact on both customer happiness and financial success. According to the researcher, there is a link between higher scale employee engagement, reduced staff turnover, more customer satisfaction, and loyalty in order to keep the employee's services. Companies foster a friendly environment, provide improved possibilities, working conditions, safety measures, and various leadership styles, and pave the road for employee development. Employees are not only committed to their jobs, but they also help to advance the organization's goals. (Harter, Schmidt and Hayes, 2002)

OBJECTIVE OF THE STUDY.

With the use of a survey of literature, this study tries to grasp the ideas of Employee Engagement and identify the factors of Employee Engagement.

RESEARCH METHODOLOGY

The report begins with a literature review strategy by highlighting important works on Employee Engagement research. The use of literature reviews is encouraged since they help organize research and create a solid foundation of knowledge in this area and data gathered from numerous websites, journals, and reference books. At the conclusion of the article, findings and suggestions are provided to assist businesses in improving their work in this area and to inspire others to adopt this idea within their own enterprises.

EMPLOYEE ENGAGEMENT:

Varied firms have varied definitions of what "employee engagement" implies. Some people confuse it with job happiness, which, regrettably, might signify a transactional connection that is only as strong as the most recent round of benefits or incentives from the company. Others assess employee engagement by evaluating their level of emotional attachment to their company. Despite being a crucial component, commitment is only one aspect of engagement.

Employees must find meaning and joy in their job even while corporations are keen to maximize each individual's contribution to corporate imperatives and KPIs.

A workplace strategy called "employee engagement" aims to secure workers' unwavering commitment to the objectives and principles of the company. Participation in organizational activities by employees increases their sense of belonging to the organization and drives them to contribute to its success

The emotional commitment a worker has to the organization and its objectives is known as employee engagement. Employees who are emotionally invested and engaged don't work for pay, but rather for the success of the company and spend their free time to improve business results

Employees that are engaged go beyond commitment. They are not merely ardent or arrogant. They can see their personal destiny as well as the mission and objectives of the company. They are fired up and ready to go, using their skills and initiative to help their employer achieve long-term business success.

REVIEW OF LITERATURE:

S.No	Author (S)	Year Of Publication	Title Of The Article	Title Of The Journal	Objective Of Study	Methodology	Conclusion/Finding s Of The Study
1.	bakker, a. b. and leiter m. p.,	2010	relationship between computer-mediated communication and employee engagement among telecommuting knowledge workers	journal of human resource and sustainability studies,	this research study brings together two constructs, employee engagement and computer-mediated communication, to examine their importance and relevancy in virtual team's effectiveness	quantitative, non-experimental explanatory research design	employee engagement is determined by dynamism, involvement and efficacy.
2.	kahn, w. a., & fellows, s.	2013	review the nature of employee engagement employee engagement and meaningful work.	american psychological association.	understand the crucial link between happiness and productivity purpose and meaning in the workplace	theoretical and the practical	strength and energies orally influence different activities such as task oriented non task oriented and self regulatory mechanism.
3.	kazimoto, p	2016	employee engagement and organizational performance of retails enterprises	american journal of industrial and business management	this study analyzes factors on employee engagement and performance from selected retailing business enterprises	applied descriptive and co-relational research design	the findings show that job assignment is crucial for engaging people and ensuring an organisation's lifespan and profitability.
4.	blissing white.	2006	employee engagement report 2006	blissing white, inc. princeton, new jersey.	examining the dynamic of engagement around the world	online survey	employee involvement in the work and the loyalty towards his employer is no way connected to professional satisfaction.
5.	macey, w. h. and schneider , b.	2008	the meaning of employee engagement	industrial and organizational psychology	effects of job attributes and leadership as main effects on state and behavioural engagement	qualitative research	active engagement in work is determined by the physical mental and psychological candidature of the individual.
6.	swaminathan , j., &	2010	essential components of	advances in management	value of the organization is	primary data, a structured	employee is properly motivated

	rajasekaran, d.		employee engagement-a study with reference to tnstc, kumbakonam		transferred from physical asset to effective work force.	questionnaire , non proportionate stratified random sampling method. in this study multiple regression, correlation and anova have been used to analyze and interpret the data collected.	to enhance his skills and thereby feels professional satisfaction.
7.	rothmann, s. & rothman, s., jr., 2010,	2010	factors associated with employee engagement in south africa'	journal of industrial psychology	objective of this study was to investigate the factors associated with employee engagement	descriptive statistics, alpha coefficient, and pearson correlations	need for appointing dynamic, energetic, dedicated and committed persons for promoting the interest of the organisation.
8.	saks a.m.	2006	antecedents and consequences of employee engagement	journal of managerial psychology	conceptual study to identify antecedents and consequences of employee engagement	meta analysis	employee will seriously involve and immerse in the work and performs his role effectively and discharges his duties with dedication and commitment
9.	harter, j.k., schmidt, f.l. and hayes, t.l.	2002	business-unit level relationship between employee satisfaction, employee engagement, and business outcomes	journal of applied psychology	to examine the relationship the business-unit level between employee satisfaction–engagement and the business-unit outcomes of customer satisfaction, productivity, profit, employee turnover, and accidents.	meta analysis	pleasure seeking and desorbed engagement as individuals active participation in the given task which in turn rewards with joy and happiness.
10.	ed gubman	2004	from engagement to passion for work: the search for the missing person	human resources planning	examines what kinds of people can be highly engaged	non-experimental explanatory research design	engagement as an emotional bond that exists with employment and organization and there will be little scope for job contentedness.
11.	ghamawala rashmi, thakkar rakhi,	2014	comparative study on employee	gra - global research analysis	examines the cultural and employment-related	descriptive, convenience sampling method.	according to the study, the most crucial elements relating to

	almoula s. trupti		engagement practices at private and public banks in south gujarat region		elements that support engagement practises.		employment in psu banks were job clarity and job satisfaction, while in private institutions job clarity, goal flexibility, productivity feedback, etc.
12.	babu chandra jangam, krishna murali panatula	2019	employee engagement and its impact on organizational success: a study in manufacturing company, india	epra international journal of research and development (ijrd)	recognising the current level of employee engagement and the work-related perspectives that need to be improved with a view to achieving employee engagement.	questionnaire survey.	to achieve strong worker engagement, it is important to improve both the current level of employee engagement and business-related perspectives. the employees have come to different conclusions and are certain of themselves
13.	mounika ch., pavani m.	2020	a study on employee engagement	journal of emerging technologies and innovative research (jetir)	the company's personnel are motivated, and this is evident in their behaviour.	questionnaire survey, descriptive	an organisation is responsible for increasing and retaining employee engagement, which calls for the ideal balance of time, effort, commitment, and investment to construct a fruitful endeavour.
14.	sarangi pratima, bhagirathi nayak	2016	employee engagement and its impact on organizational success – a study in manufacturing company, india	iosr journal of business and management (iosr-jbm)	analyse and assess the effect of employee engagement on the company's success.	using both primary and secondary data, questionnaire survey, descriptive	the employees are in agreement with our 6 cs parameters, which include i) clarity ii) confidence iii) convey iv) connect v) credibility and vi) career, to increase the goal of effective employee engagement in manufacturing organisations.
15.	nagesh p., kulenur sridevi, shetty prathika	2019	the study on factors affecting employee engagement	international journal of engineering research & technology (ijert)	examines the variables influencing employee engagement at hdfc bank.	questionnaire , survey, z test	workplace culture, company reputation, relationships between managers and employees, and training and development all have a beneficial impact on employee engagement. employee engagement is not

							much influenced by decision-making.
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CONCLUDING REMARKS:

For those who work every day, being engaged with their job, organization, and co workers is vital to their overall satisfaction and experience. Employees become more energized and efficient, and they go above and beyond what is asked of them. Naturally, this affects their own mental health at work and can have a good impact on people around them, such as colleagues and customers. Employees who are totally dedicated to their organization's goals and values and who are motivated to contribute to organizational success are more likely to be productive. Employee engagement enhances work culture, decreases attrition, promotes productivity, fosters better work and customer connections, and has an impact on revenues. Employees that are engaged become your strongest advocates.

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