

Impact of Employee Engagement on Organizational Commitment

¹S.Sudheer, ²K. Bharath Reddy, ³K. Gopi Krishna

¹Assistant. Professor, Department of Management studies, VFSTR Deemed to be University, Guntur (DT), AP.

²III BBA, Department of Management studies, VFSTR Deemed to be University, Guntur (DT),AP.

³III BBA, Department of Management studies, VFSTR Deemed to be University, Guntur (DT),AP.

Abstract:

Employee engagement is that the burning topic for any company throughout the globalized era. Engaged staff incline to contribute a lot of structure productivity. It additionally supports in maintaining a better level of commitment. Worker Engagement is that the level of employee's commitment and participation towards their organization and its values. The structure success depends on employee's productivity that is accelerated through employee's commitment towards his organization. This paper is tried to research the connotation of engaged staff for the expansion and development of organization and its success. This paper makes a trial to review the various dimensions of worker engagement with the assistance of review of literature. This will be wont to give an outline and references on a number of the abstract and sensible work undertaken within the space of the worker engagement practices in an exceedingly producing company in Asian country. During this study in an exceedingly producing company, the factors conducive towards productivity and its overall impact on the organization is measured through the info collected by method of form. The most objective of the study was to research and interpret the impact of worker engagement on success of the corporate victimization each primary, secondary information. The study uses the VI atomic number 55 of worker engagement out of ten atomic numbers 55 outlined by Gambler (2007) to live worker engagement with suggestive conclusions.

Key words- Employee Engagement, Employee Commitment, Productivity.

Introduction:

Employee Engagement is that the devotion, passion of staff and effective leadership skills with support from the highest management to the workers. Human resource leaders set the drive and creed of their company and unfold that positive morale to the workers within the company. A review of the article supported the worker engagement by the author; martyr stroller (2007) forces the facts and highlights from the total story within the Ivey Business Journal and additionally summarized the reason eight follows:

1. Connect: Leaders should show and divulge that they price staff. Smart worker engagement is barely attending to happen if staff feels positive and powerful concerning their relationship with their boss. If

they need a negative angle towards their boss or feel that the boss incorporates a negative angle towards them, worker engagement isn't attending to happen.

2. Career: Management and leaders ought to offer work for his or her for his or her not solely difficult however additionally significant work. They ought to additionally offer opportunities for career advancement. Most of the people wish to appear forward to a replacement challenge or job title. for instance, management ought to establish goals that result in career advancement and high rewards. If there are not any such opportunities for a few positions, they ought to be created. A merely visual description of a career ladder would illuminate this moreover.

3. Clarity: Leaders should communicate a transparent vision. Communication is often necessary in any relationship. The clearer a pacesetter or manager is concerning what they require from the worker moreover because the overall image of however that job affects the corporate, the better. If eleven the worker the worker a transparent vision of not solely their job however additionally the goal of the corporate and its entire image, there'll be tension between staff and management moreover as frustration.

4. Convey: Leaders got to clarify their expectations concerning staff and supply constructive feedback on their functioning within the organization and the way that matches into the complete image of the corporate.

5. Congratulate: continually ensure to provide recognition to employment well done by associate worker. Too typically management associated leaders concentrate on the negatives and mistakes of an worker and forget to congratulate them on employment well done.

6. Control: staff wants and price management over the flow and pace of their jobs. Leaders will produce opportunities for workers to exercise this management. a sense of "being in on things," and of being given opportunities to participate in deciding typically reduces stress; it additionally creates trust and a culture wherever folks wish to require possession of issues and their solutions.

7. Collaborate: staff that employments in groups generally have the trust and cooperation of their team members. These people are going to be overall higher staff and exceed people and groups that don't have the trust and strength in work relationships. Team builders find yourself being nice leaders as a result of they create everybody along and build a decent team that has trust in one another. Team building ought to be stressed.

8. Credibility: Leaders should attempt to take care of to take care of name and demonstrate high moral standards. Once there's a scarcity of believability or it gets out that a pacesetter has been concerned in some unelaborated business, there's no order within the company. Staff and shoppers won't trust that manager and it'll have an effect on the image of the corporate severely.

About the study:

Studies of Gallup, Mercer, Hewitt and Watson Wyatt (consulting companies) asked staff range of queries about their job satisfaction. Gallup being one in all oldest the consulting organization creates a feedback system for employers that will establish and live parts of employee engagement most tide to all-time low line. Things like sales, growth, productivity and client loyalty area unit all accessed. When many focus cluster and thousands of interviews with staff in an exceedingly kind of industries, Gallup came up with letter of the alphabet. 12, a twelve-question survey that identifies robust feelings of worker engagement.

They need known twelve queries that almost all effectively live the links (the Gallup Q12). Worker Engagement, the degree of associate worker is showing emotion secured to his organization and obsessed with the work. Organizations believe that engagement may be a dominant supply of competitive advantage. Results from analysis organizations and company results have incontestable there could also be a powerful link between engagement, worker performance and business outcomes.

Objectives of the Study:

1. Align Employees with the Organization's Goals and Values
2. Employee productivity.
3. Enhance Employees' Sense of Well-being.
4. Improve Workplace Conditions that Drive Engagement.
5. Understand the Attitudes of your Employees.
6. Employee Motivation.

Merits of the Study:

1. It encourages collaboration and communication.
2. It builds trust and relationships.
3. It creates job fulfillment.
4. It reduces employee turnover.
5. It improves talent acquisition.

Limitations of the Study:

1. The top policies are revealed.

2. The difficulty to match the IQ level.
3. Regular updates are to be given.
4. Providing them training.
5. Expensive procedure for the company

Review of literature:

According to Robinson (2006), employee engagement can be achieved through the creation of an organizational environment where positive emotions such as involvement and pride are encouraged, resulting in improved organizational performance, lower employee turnover and better health.

According to Kahn started a qualitative study on the psychological conditions of personal engagement and disengagement by interviewing summer camp counselors and staff at an architecture firm about their moments of engagement and disengagement at work. He defined disengagement as the decoupling of the self within the role, involving the individual withdrawing and 5 defending themselves during role performances (May et al 2004). Disengaged employees displayed incomplete role performances and were effortless, automatic or robotic (Kahn 1990). Kahn found that there were three psychological conditions related with engagement or disengagement at work.

He argued that people asked themselves three fundamental questions in each role situation: 1. How meaningful is it for me to bring myself into this performance; 2. How safe is it to do so 3. How available am I to do so? He found that workers were more engaged at work in situations that offered them more psychological meaningfulness and psychological safety, and when they were more psychologically available.

According to Simpson (2009) discussed that the current state of knowledge about engagement at work through a review of the literature. This review highlighted the four lines of engagement research and focuses on the determinants and consequences of engagement at work. Susi & Jawaharrani (2011) examined some of the literature on Employee engagement, explore work-place culture & work-life balance policies & practices followed in industries in order to promote employee engagement in their organizations to increase their employees' productivity and retain them. Work-life balance is key driver of employees' satisfaction.

They further add that organization must develop and nurture engagement which is a two way relationship between employer and employee. The Gallup Organization (2004) found critical links between employee engagement, customer loyalty, business growth and profitability. Gallup finds that higher workplace engagement predicts higher earnings per share (EPS) among publicly-traded businesses. The findings can be considered as reliable as the variability in differing industries was

controlled by comparing each company to its competition, and the patterns across time for EPS were explored due to a “bouncing” increase or decrease which is common in EPS.

According to Lucey, Bateman and Hines (2005) have deciphered that “Employee Engagement is how each individual connects with the company and the There are three aspects of this definition: enjoyment i.e. people enjoy what they do as a part of their job or otherwise in the organization; belief, that in doing so, they are making meaningful contributions to the organization; and value i.e. they is being recognized for making such efforts Truss et al (2006), define employee engagement simply as „passion for work“, a psychological state which is seen to encompass the three dimensions of engagement discussed by Kahn (1990), and captures the common theme running through all these definitions.

SET argues that obligations are generated through a series of interactions between parties who are in a state of reciprocal interdependence. A basic principle of SET is that relationships evolve over time into trusting, loyal, and mutual commitments as long as the parties abide by certain rules.

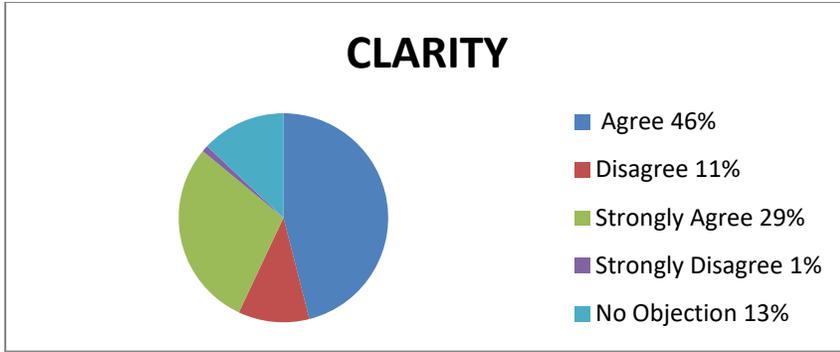
Research Methodology:

Methodology analysis the sample size for this analysis is two hundred. Questionnaire is employed because the tool for knowledge assortment. Form could be a self-report knowledge assortment instrument that every analysis participant fills out as a part of a pursuit study. Primary and Secondary each sources area unit used for knowledge assortment during this study. The aim of this study is to seek out the worker engagement and its impact in producing sectors. Here the vi Cs as major parameters has been loving 5 queries every and total thirty questions area unit designed for the form survey. Gallup’s 12 model questions has been used as survey questions .

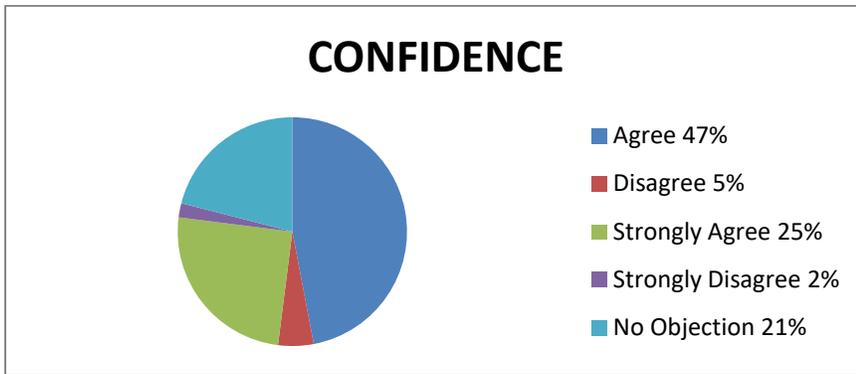
The vi Cs are: i) Clarity ii) Confidence iii) Convey) Connect v) believability and vi) Carrier to live worker engagement at their work-place. The Liker’s 5 purpose scale has been enforced during this study on the points agree, disagree, powerfully agree, powerfully disagree and No possibility for primary knowledge assortment.

Analysis of Responses:

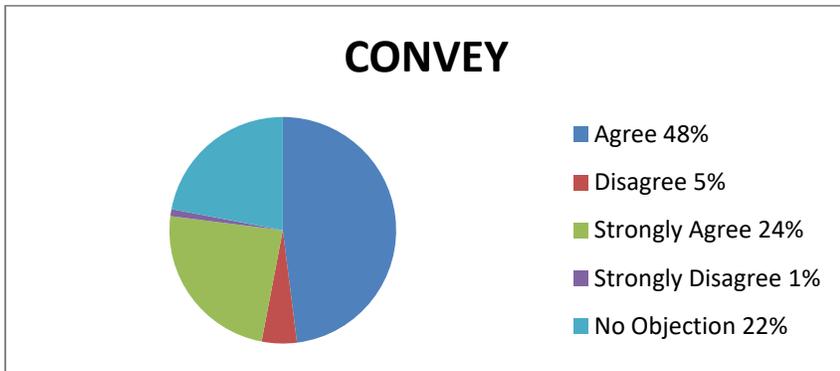
Graph 1: Response of employees with regards Clarity



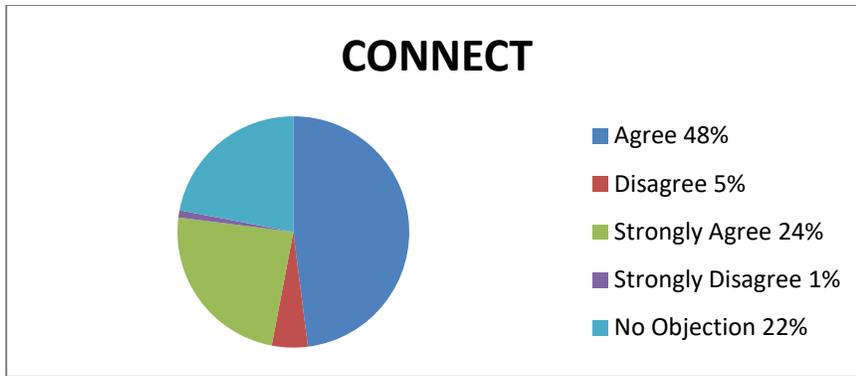
Graph 2: Response of employees with regards Confidence.



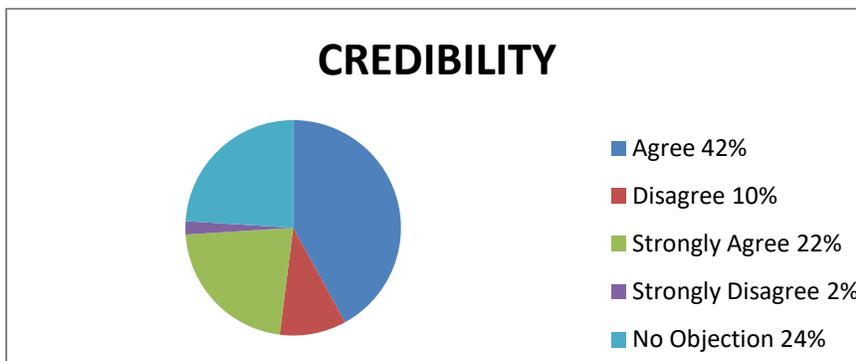
Graph 3: Response of employees with regards Convey



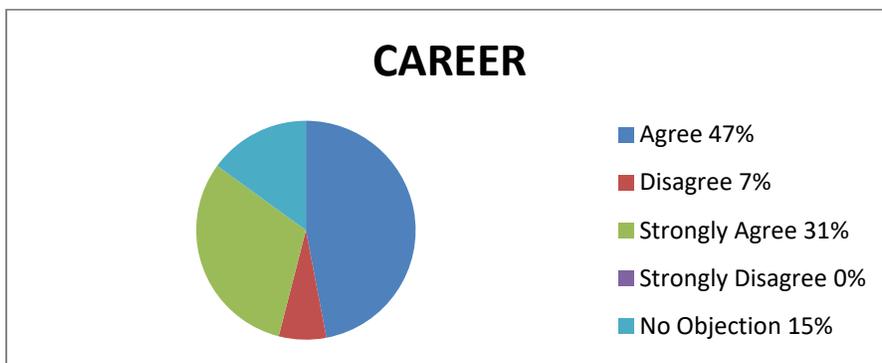
Graph 4: Response of employees with regards Connect



Graph 5: Response of employees with regards Credibility.



Graph 6: Response of employees with regards Career.



The above analysis shows that employee engagement and its impact on organizational success is depends on 6 Cs parameters which are i) Clarity ii) Confidence iii) Convey iv) Connect v) Credibility and vi) Career. Here we are measured on parameter wise. After analysis of employee engagement and its impact on organizational success, we are getting average 45.83% employees are agree, 6.33% employees are disagree, 28.33% employees are strongly agree, 1% employees are strongly disagree and 18.5% employees are No opinion.

Findings

1. A maximum of 28.33% of responds have found that they strongly agree.
2. A majority of 45.83% of responds have found that they agree.
3. A minimum of 1% of responds have found that they strongly disagree.
4. A maximum of 6.33% of responds found that they disagree.
5. A minimum of 18.5% of responds found that they have No opinion.

Suggestions

1. Giving them an opportunity for learning and developing their skills and knowledge.
2. Make employee's motivated.
3. Give employees monetary benefits.
4. Employees should get recognition for their work.
5. Create a positive workplace environment.
6. Always encourage your employee's creativity and innovation.
7. Should maintain a good rapport with the employees.

Conclusion

Conclusions this text is essentially individual work responses taken from staff in producing firms. we have a tendency to have observed that, the current level of worker engagement and the work connected aspects have to be compelled to be improved for the aim of effective worker engagement. However we have a tendency to found through our survey and analysis the employees are having totally different opinion and confidence. We have a tendency to additionally found through our six metallic element parameters like 1.Clarity 2.Confidence 3.Convey 4.Connect 5.Quality and 6.Career, the workers square measure agreed with these parameters to enhance the aim of effective employee engagement in producing firms.

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