

IMPACT OF EMPLOYEE ENGAGEMENT AND PERFORMANCE ON ORGANIZATION'S PRODUCTIVITY

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Abstract

Employee engagement is a method in organizations that encourages people to remain dedicated and perform their best in their work. It can widely be defined in terms of how much staff is invested in their work and how much effort is required in order to achieve a job. Employees are one of the major resources of a firm, irrespective of its form. Where competitive interests for the top experts often exceed customers, a long-term advantage might be determined in the ability to manage interactions with their staff successfully. By creating a friendly environment that enables employees to work with one other, business can boost their opportunities for engagement and employee of valuable personnel. The commitment of employees plays a vital role in the company to enhance individual performance, which in turn can bring job happiness. Engagement at the workplace helps to control employees' bad moods. The emphasis on employee engagement has a direct impact on the productivity of the organization. It can be concluded that employee engagement influences the quality of the organization's performance. The employee's engagement from many internal and external variables influences the individual performance. The engagement of employees has to do with employee satisfaction, which is linked to the financial performance of an organization.

Keywords: *productivity, employee, engagement, performance, etc.*

1. INTRODUCTION

Employee engagement is a method in organizations that encourages people to remain dedicated and perform their best in their work. It can widely be defined in terms of how much

staff is invested in their work and how much effort is required in order to achieve a job. Employed workers are more driven and productive than their peers. Employed workers are more loyal and will go the extra mile for the company, even if they have varying levels

and engagement intensity. It is considered that employee engagement is linked to emotional, cognitive and behavioral habits. The emotional pattern is that of the staff's feelings towards their organization, managers, and employees. Cognitive engagement is the employee's belief in his company, bosses, colleagues and subordinates. The compartmental dimension is the value-added component described by an employee's work, such as cognitive power, additional time and energy. Employee engagement in recent years has been a major issue of research for positive psychologists, experts on human resources and managers. As a positive element of psychology, work engagement is becoming more and more popular in occupational health psychology because of the development of positive psychology. Energetic and efficient relationships between dedicated employees and their work activities are understood to address their job requirements well. Due to the necessities of business practice, several consulting businesses do constant study into employee engagement through surveys of employers and staff.

Employee engagement in the literature was described variously, but it gives the same understanding and meaning in numerous respects. Engagement was also established as a psychological and difficult procedure, since various staff needs different backgrounds. According to the studies, a driver/history may work for one employee; it is therefore a

complex psychological process and may not involve another employee. If an employee has success in connecting with customers and the organization, it gives his/her organization a competitive edge. The association between employee engagement and corporate performance, employee retention, profits, customer loyalty, productivity and security is good. And they are also aware of the business environment and are committed to improving their organization together with their colleagues. For the advantage of the organization they use their innate talents.

2. EMPLOYEE ENGAGEMENT AND PERFORMANCE

Employees are one of the major resources of a firm, irrespective of its form. Where competitive interests for the top experts often exceed customers, a long-term advantage might be determined in the ability to manage interactions with their staff successfully. By creating a friendly environment that enables employees to work with one other, business can boost their opportunities for engagement and employee of valuable personnel. Many reports indicate that employee engagement is low globally. According to the Gallup Institute worldwide, only 15% of employees are totally engaged, while 85% are not engaged or actively disengaged. It's not that employees can be supported to achieve what they regard as important accomplishments that is causing the deepening "disengagement crisis." The

university community also perceives the problem and their negative impact on business results of poor employee engagement. It leads to a decrease in firm turnover and deteriorated profitability measures, according to Teresa Amabile from the Harvard Business School. The UK Government has also observed the crisis with regard to innovation, productivity and performance. The Business, Innovation and Competencies Department acknowledged the low degree and negative effects of employee engagement in Great Britain on the UK economy. The global nature of the problem argues that research is necessary in order to learn practical universal lessons about the impact of employee engagement on the organization as well as a synthesis of the results.

2.1 The role of the organization in engagement and performance of employees

The successful engagement of employees in the dynamic business context has become one of the primary difficulties for different firms. Extended study has examined different elements connected to personal, employment and organization, which affect employee engagement directly or indirectly (EE). One of the relevant aspects at the organizational level, like the organizational image, received little attention in the current research. Furthermore, the reality that people's awareness and psychological experiences establish the psychological conditions essential to enhance

the organizational engagement process cannot be refuted. The misconformity with the expectations of the organization and employees leads to the rejection and therefore to poor employee performance. In addition, other research examined other forms of organizational assets, including as autonomy, training and development, technology, perceived organizational support and the degree of EE justice. However, in order to develop the proper type of view in the minds of the workforce, immaterial resources like the organizational image and corporate culture play also a significant role.

Human resources and policies build an organizational culture that promotes employee engagement, involvement and retention in their workplace, and cares for worker problems, becomes an extremely crucial ritual of the person in the leadership role. Many research studies have found emotional skills, the role of leadership in changing management and the role of EE in helping employees build their inventive performance in their workplace knowledge. The image of the performance, which in turn leads to a better organization, is an important element in every organization to help the employee identify with the values, beliefs and assumptions of the organization. Corporate success depends both on people within and outside an organization (top management and workforce) (ERP vendor). The theory of social identity also supports the fact that employees are united and strongly

attached to and prides them with the current organization, hence increasing their engagement to their work and accountability. This simply addresses their inborn demand to be part of something meaningful, related to pride and glory. In addition, once the employees identify and sense membership, they have to spend their full energies in their organization and hence feel more involved and satisfied with their work. The positive image of the organization will contribute to the employee's organizational performance, so surely improving the organization in two ways: social responsibility and market and financial performance.

3. EMPLOYEE ENGAGEMENT AS AN ATTEMPT TO IMPROVE WORK PERFORMANCE

Employee engagement is a much talked about topic in the domains of organizational development, management and industrial psychology, which cannot be isolated from complicated human resources management (HR). The changing times demand HRD practitioners to contribute innovatively to improving the quality of the individual work with diverse characters, such as skills and education levels in the organization. This is the difficulty of building and maintaining employee engagement in order to prevent burnout. Some scientists regard employee engagement and work engagement in the HRD sector as crucial words. The concepts of

employee engagement and engagement to work are similar since they are associated with job requests and work resources. Nevertheless, there are generally no substantial differences in theory or science between employee engagement and work engagement, such that in this article, employee engagement is the term used for literacy purposes. Employee engagement refers to work that has qualities of vitality, dedication and absorption that are favorably productive. This sense of engagement is an individual's cognitive, emotional and behavioral condition that focuses on organization.

Employee engagement is a positive individual commitment, devotion to one or one field of work or a positive psychological condition for the person's work. It is stated that work is an incentive to fulfill a variety of demands (from salaries) in a psycho-physiological manner. The necessity is a momentum that will motivate change on the person's cognitive side, so that excitement for work is motivated. Employee engagement can increase over time, which in turn will affect the quality of individual work, by encouraging the satisfaction of those demands. In the achievement of organizational aims, work quality is highly crucial so that employee engagement is generated for every person. Employee engagement has a big influence on the sustainability of the organization within the industrial sector and leads to improved adjustments in performance. If you have been

involved in your work, a person can be professional. The greater the involvement of employees, the better the quality of work in addition, it is also necessary to look at cognitive, emotional and physical circumstances while working. The commitment of employees plays a vital role in the company to enhance individual performance, which in turn can bring job happiness. Service training for others is a supporting factor at the level of employee engagement. The degree of individuals involved in the organization is determined by several other criteria, such as the character of the individual being served.

4. EFFECTS OF WORKPLACE ENGAGEMENT

Engagement in the workplace is a key ingredient of successful management. Employee engagement is a link to financial success in an organization's chain. Engagement at the workplace helps to control employees' bad moods. Committed personnel are frequently confident in their work. People must feel fierce and optimistic and have a certain degree of certitude about their work. Engaged work often feel more capable of working. A high degree of expertise at a job frequently increases trust and makes it professional for both the employee and the organization. Corporate executives must encourage their staff to enhance their abilities to create trust. The personal and professional

development of a person should not be restricted to certain work abilities. The development of interpersonal skills by developing leadership and team building skills should encompass personal and professional development. Employed employees frequently feel controlled.

Employees usually feel that they control their personal and professional lives. Training and empowerment are often necessary for managers to establish control. As a part of an organization, committed employees feel. The pleasant emotions of the employee have an essential role in how they work and interact in collaboration, teamwork and shared goals. When opportunities become accessible, engaged employees will unlikely leave organization if they do not become vulnerable to competitive employee. 'Expenditure on committed employees is 87% less likely to quit an organization and, with employee engagement only increased by 5%, our views improving by 1.3%, allowing users to enhance their revenues by at least 0.5%. A growth of 0.5 percent might be over \$100 million to the bottom line of a large organization. Engaged people attempt 57% harder than other colleagues and work 20% better." Organizations have always problems with the management of people.

5. EMPLOYEE ENGAGEMENT IMPACT ON ORGANIZATION'S PRODUCTIVITY

Many authors wrote on the subject of 'employee commitment' in the past decade. Kahn was the first to coincide with the phrase engagement when he explained how people "employ different degrees of themselves in their role of their work functions, physique, intellectually, and emotionally." Employee engagement is not the only term used to describe employees' positive attitudes and conduct at work. Other prevalent phrases are 'commitment,' 'commitment' and 'psychological contract' organizational citizenship. The consequences of employee engagement on policy and practice are frequently taken up in 'extreme involvement' and 'high performance work.' Employee engagement is probably the most important statistic for 21st century organizations. Employee engagement is directly determined by the organization's success, employee added value and impression of the organization. HR practitioners agree that the barrier to engagement has much to do with the work experience and how the employee is treated. It is very much about emotions that are essentially associated with driving a company's bottom line performance. The emphasis on employee engagement has a direct impact on the productivity of the organization. The concept of involvement grew naturally from earlier research on high engagement, empowerment, employment motivation, corporate commitments and confidence. The essential aspects for

engagement include how employees are aligned with strategy, how people can engage them, and how they can create a sense of engagement. The Employee Engagement Consortium at Kingston University is fully aware of this multi-faceted nature of employee engagement. The investigators believe that 'the idea that all employees can contribute to the successful operation and continual improvement of organizational processes is crucial to the concept of employee engagement. Engagement involves providing employees with opportunities to connect with their colleagues, management and the broader organization. It's about building an environment in which employees want to connect to their work and take true care to perform a good job.' Staff is aware of how well the assets of an organization are handled to have a good impact on their engagement. The correlation between productivity and engagement is substantial. The understanding of employees about the degree of productivity in an organization also has a favorable impact on engagement. The commitment of employees is dependent on four important working conditions such as the culture of the organization, constant strengthening of targeted policy, relevant measurements and organizational performance.

6. CONCLUSION

It can be concluded that employee engagement influences the quality of the organization's

performance. The employee's engagement from many internal and external variables influences the individual performance. Employee engagement is a physical and psychological condition associated with cognitive, emotional and behavioral work in order to achieve the organization's objectives. The organization's good and positive image is a product of many things: proper human resources practice, the satisfaction of its employees, long-term organizational strategic movements, effective market policies, and so on. Low employee engagement in the workforce is one of the world's worst economic concerns works. Declining work performance is the possible result of this phenomenon. The concept of work engagement, its importance for employees and the consequences for employers is therefore vital to comprehend. The emphasis on employee engagement has a direct impact on the productivity of the organization. Every organization wants to include its staff in its work. The engagement of employees has to do with employee satisfaction, which is linked to the financial performance of an organization. Engagement arises when enough people care about performing a good job, what the organization is attempting to accomplish and how it works.

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