

# Factors and Outcomes of Employee Engagement: A Preliminary Study

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**Abstract---** *Employee engagement is very important for attaining success in any organization. Employee engagement has a direct relationship between outcomes and various factors which influencing employees. Every employee need to feel engaged with the job environment, job satisfaction and improvement opportunities. This paper deals with different factors of employee engagement and their outcomes. The entire paper is discussed on the basis of secondary sources. The most of the information has been taken from the various journals and articles.*

**Keywords---** *Employee Engagement, Satisfaction, Employee Outcomes.*

## I. INTRODUCTION

ACCORDING to Institute of Employment Studies, 'Employee engagement is a positive attitude held by the employee towards the organization and its values'. Work culture, Satisfaction, Team work, Career opportunities are very important driver of employee engagement. Employee engagement has a direct impact on employee outcomes such as motivation, satisfaction, good performance. Engaged employee performance is better and beneficial for the organization. Engaged employees are ready to take more energetic and responsibility. Employee engagement is linked to the organizational effectiveness.

## II. LITERATURE REVIEW

Kahn (1990) examining the nature of engagement and disengagement and the different psychological conditions.

Harter et al (2002) explaining the relationship in the business between employee satisfaction and the outcomes of productivity, employee turnover.

Harter and Gilson (2004) study illustrates about the three psychological conditions like meaning fullness, availability and safety.

Mauno et al (2007) focuses about three types of job demand, work – to – family conflict and job insecurity.

Malavika Desai et al (2010) measuring the employees scenario in an organization, reflecting on the remunerations of the employees through effective communication and development in their career.

Swathi. S (2013) examining the importance of effective communication. compensation, rewards and recognition are the very important for the development of employee engagement.

Melody Shoko et al (2014) illustrates the different levels of engagement and its impact on organizational commitment.

Prof. Priyadarshni Nidan (2016) explaining about the motivation and performance of employees. It is an important role in achieving different objectives of the organization and healthy interpersonal relationships among the coworkers and managers.

## III. SIGNIFICANCE OF THE STUDY

Employee engagement is strongly connected by organizational communication and culture. The key factor is emotional commitment to the job. Engaged employees have a good attachment to their organization. The improved performance is very important especially in the organization.

## IV. OBJECTIVES

To make a preliminary study of the significance of the employee in ensuring organizational performance.

To find the relationship between the factors influencing employee engagement and the outcomes of employee engagement.

## V. DIFFERENT FACTORS AND OUTCOMES OF EMPLOYEE ENGAGEMENT

The important factors prerequisite for increasing the employee engagement are:

**Culture of Work:** It includes leadership style of the employee as an individual where he deals with vision of upgrading himself without oozing out the values and through effective communication with his colleagues by applying a strategic plan.

**Employee Metrics:** Meaningful metrics are the one which plays a vital role in assessing criterion to analyse the factors that affect the performance of an organization.

**Different Employee Policies:** Employee's focus should mainly on policies which leads them and the organization to a better tomorrow.

**Organizational Performance:** Overall performance of an organization is actually the reflection of mutual trust, spellbound satisfaction and amazing success.

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**Job Involment and job Satisfaction:** With the help of increased job involvement and high deal of job satisfaction the employee can improve his skills to a certain extend as well as will find opportunities to learn more about the modern techniques.

**Teamwork:** Teamwork actually a motivational force which helps every employee to frame up his ability to give the best to the organization.

**Employee’s Mental and Physical Health:** It’s his duty of the employer to give good care of the employee’s mental as well as physical health because regular checkups and care will help the employer to get himself in the good book of the employees which will lead his organization to greater heights.

**Fair Reward and Appreciation:** Fair reward, appreciative take away gifts and bonus are the boosting measures always effective n will bring goodwill to the organization.

**Leadership Qualities:** Effective leadership qualities should be encouraged so that each employee will try to showcase his best n will work together without any ego clashes.

**Motivational Support:** Motivational support gives the

employee improve his interest in his work in the impact of which can be observed in his work atmosphere.

**Thorough Knowledge:** Employees should have a thorough knowledge of what is the desire of their employer in should work accordingly. This is said as mutual satisfaction through mutual expectations.

**Feedback and Counseling:** Feedback and Counseling should be provided at regular intervals, so that the employee can engage himself at work without worries.

**Good Rapport and Interpersonal Relationship:** Good rapport and interpersonal relationship with their colleagues and team members without any obstacles will definitely increase the employee engagement level.

**Employee Training:** High – tech training given to the employee can bring drastic changes in the development of an organization.

**Social Security Schemes:** Social security confirmation if given by the employer such as safeguarding the employee’s future by New pension schemes and policies.

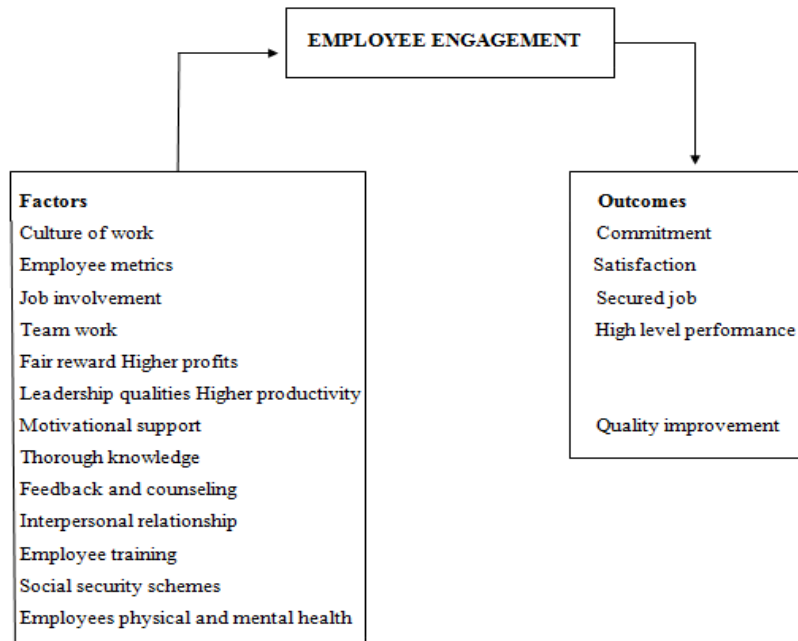


Figure 1: Relationship between Factors and Outcomes of Employee Engagement

VI. CONCLUSION

These factors are focusing for the development of employee engagement. The important factors are employee culture, different employee policies, organizational performance, job satisfaction, handling mental and physical health of employees and good team work.

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