

## Employees Engagement

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**Abstract:** This is a research which will help to the management to understand the value of employee's engagement towards the organizational activities through the multiple factors it can be affected which are given research article.

### INTRODUCTION

Employees of any business are the backbones of any business before understanding them it is not possible make their problems solves and it also and important that we have to make the best steps for the involvement. First of all it is essential to consider as the equal rights and feelings for the each human if we will not consider them as equal to us we are still cannot be able to talk about their rights. So, now let's come on our main idea that how it impacts on our everyday work force because if the employees do not own the business and do not consider the organizations all the issues then it is tough to make the solution for the all the issues regarding the our business success because they are interrelated with day to day operations usually some important factors that make the issue for the many organizations to get command on their day to day activities and some unpleasant event occurs by the employees without thinking about the owners of the business. Hence, it is essential to think their issues and make focus on the employees knowledge, skills, behavior and their individual care about their every day needs and wants. Usually some of the things that effect in the employees performance is the employees engagement that how you are engaging your employees. And it can be seen throughout all over the world<sup>[1]</sup>.

### LITERATURE REVIEW

Due to the research some factors are found all over the world that are affecting the employees behavior, training, mind set and as well their conduct on the business and performing the task it is also clear that when someone have profession for that work or motivated by the management which plays a vital role in the growth and development of the employees as well as organization.

**Career development:** Candidates before applying the job they first make analysis about their career with that job, that if we join this organization then how can we achieve our goals? Is there any career development for that purpose organizations usually use the process to train the employees provide proper learning courses that they can enhance their knowledge, skills abilities to achieve their long term objectives. That's most of the people prefer teaching jobs as comparative to force because they think that due to their though working conditions people think that there is no any proper career development. According to management point of view it provides an opportunity to learn new things. Career development practices help the organization to retain talented employees as well as to

provide personal development opportunities. Most people prefer to those companies which have care about their better career. As well as through this concern many employees remain involved to their jobs and work with keen interest that there is our career.

**Talent management:** Employees' talent plays a key role in the success story of the organization. The organization which have perfect talent management, they have more chance to get easily to achieve their mission and then vision. Skilled person sometimes be unconfident about his work but when management have the proper management of the talent management then it can motivate to the employees that dear you have done well but if you do just like this it will be excellent/perfect. Through such kinds efforts the talent can be managed as the talent management strategy comprises of career planning, organizational support and incentives which can result in high engagement and lessened attribution level of the organization. And the employee's performance is highly affected by this factor as comparative to other factors. Some variations may be faced in the differences into age, gender and ethnic diversity and other diversifications<sup>[2]</sup>.

**Organization:** It is essential to distribute the tasks among the employees and make them to commitment about their duties and it is essential to make sure that is it perfectly taking place. In some condition it happens that talented, qualified and educated people join as a worker in the developing or under developing countries due to lack of employment. It is also necessary to recognize their skills, abilities and attitudes about an organization or working conditions provided on jobs according to their skills abilities and knowledge. And there should be promotion and reward system for their best performance and the involvement in the organizational activities.

**Leadership:** Leadership is role of management through which they get all the employees working together with all the essential steps, tools and techniques which are necessary to perform any task is made jointly through the leaders it really make an impact on the behavior of workers and motivate them to work with keen interest along with leaders. This is also an excellent tool to involve the employees in the working into the organization.

**Respectful environment for employees:** Relations are made by the respect and now a days it is proved that no any business can become profitable even there are not enough friendly relations to inside and outside of an organization and relations made through respect and it is essential that if you need the good relations then it is also essential to make the respect for all and behave all the employees respectfully, they might have equal position or

may be subordinates when you make the respect of your subordinates they will be motivated towards you and the organization that the boss/sir have a respect for me that realization in the mind of the employees makes the deep effect on the involvement of the employees in an organization.

**Performance appraisal:** In small organizations it can be seen but in the large organizations sometimes it feels that it is missing somehow because they becomes usually centralized and the managers do not involve the employees in their day to day praises and do not try to motivate the employees mostly permanent employees and managers have rude behavior about their subordinates and do not praise them on their best. When management makes performance appraisal it might be small, average or large achievement by the employees try to praise him/her achievement that and motivate them as you have done good but through this you can more easily make it as an excellent. If someone has done excellent performance then provide an appraisal medal that makes really enough motivation and involvement of the employees. These steps are also impact on the employee's engagement and the make the positive behavior toward the organization and management.

**Benefits and compensation:** Usually what happens that those organizations which are providing more benefits, bonuses and compensations to their employees have higher rate of employees engagement into the organizational activities because they have to charm to get more benefits and through that charm and ambition employees work more efficiently which really help an organization to achieve an organizational success and it is also impact on the engagement of the employees towards the activities of the organization and they usually play an active role in the organization.

**Fair treatment:** The fair treatment of the managers plays a vital role in the engagement of the employees because when any particular person gets favor, other gets thoughts in their mind which makes them to feel out from the avoidance in an organization. That's why it is essential to make the fair treatment to all the employees that all the employees would be interconnected with each other and engaged by the management.

**Communication:** The communication is a key to achieve long term objectives of the organization. It builds the excellent relationship between employees and the employers as well as co-workers. Usually those organizations in which employees do have right to speak or to communicate with the others it becomes the inefficient for the building relations and to fill the gap between employee and employers and co-worker where

there is not any proper command and the motivation in the employees of the organization that's why communication it builds command and relation toward whole of the organization and make it as interconnected to the whole of the chain of the management and the employees and this is an excellent tool to engage the employees through the proper communication<sup>[3]</sup>.

**Health and safety:** It is made the researched that the organizations which have safe working conditions and employees work there fluently and fearlessly as comparative to those organizations which have the fear of safety and people are engaged enough. And sometimes it happens that the organizations which do not have the safety assurance people do not join them frequently and preferably. Even though in those organizations where people have high level of health care services for their employees for any single issue when there becomes the care of the employees in terms of their health and safety, employees attracted towards the organization's activities and employees remain more engaged.

**Satisfaction evaluation:** Satisfaction is the stepping/fundamental step for the employees' engagement and retentions. As well as it is important for the organization to match their goals as well as care about the individual goals, that care of the employees by the organization/management makes the employees satisfied. The employees with more level of self efficacy they are more likely to be engaged employees make more efforts when they get any task within the organization they make extra efforts for the to complete those tasks that me be energy taking. It was also indicated when the satisfaction level is high, then employees of different ages are more engaged towards the organization and its management.

**Organization politics:** The employees politics is make usually negative conditions within the organization as well as the employee's engagement because when employees are involve in to it they usually spend less time and engagement within the organization and because when they get some extra burden towards the working condition they usually start ignoring due to political power and they consider them as out from the organization. Through this factors the direct impact of work engagement which might result in negative job outcomes as well as low organizational commitment and greater turnover intentions which may cause the distraction of the employees and make bad impact on the organization.

**Emotions:** The emotions sometime make negative and sometime positive and sometime negative impact on the employee's engagement but usually it becomes positive towards the possible care about their emotions. People have multiple diversification levels like age gender

religion personality, though all these factors which effects the employees emotions make the effect on the employees engagement. The employees who stress of home that may not perform their activities actively because of stress, if someone the sadness about something he may not be engaged internally with keen interest as well as the special care about everyone's emotions.

**Personality/individuality:** The personal characters and behavior are also becomes the cause for the engagement of the employees. People who have rude behavior and are affected by the self timidity he may not actively perform in the organizational social activities and may not be engaged easily such kind's employees usually wish to work anonymously where nobody meets to us. These sometimes becomes more beneficial for the organization due to their quietness they have more concentration on their work, that's why the engagement of such kind's employees sometime need special care to involve them in the organization's activities that they can be engaged toward the organization and its activities. At the other hand some employees have social behavior they want to outing parties and more fun during the working. Some people like to hear the songs during working and managers insist them not to do so, let them to do so but if it effecting on the nature of your job or working conditions. These both kinds' behavioral employees are really enough helpful for the organization to achieve its long term objectives, that's why it is essential to carefully engage them for best results<sup>[4]</sup>.

**Productivity appraisal:** It is the nature of the human that it becomes happy with the appraisal of his work which he made intentionally and it has value in society as well as in organization. When the young employees work for a long period of time they becomes rude in the last working hours of the duty time as well as whole journey of their job within the same organization and do not want to work with keen interest. That's why it is essential to distribute the performance appraisal medals it may not have worth in terms of the money but it really becomes motivational for the employees engagement and working efforts. Employees work with keen interest and it enhance the productivity, competence between employees and their engagement within the organization.

## **DISCUSSION**

As through the research this is clarified that there is not any perfect single factor that totally influence on the performance of the employees and their engagement can be preferred by any single factor these are the possible factors that can cause the employees engagement. This is essential to keep in mind all these factors even though some others also make the effect on the employee's engagement and performance<sup>[5]</sup>.

These variations may arise due to individual characteristics, job environment and characteristics, gender differences, ethnic diversity, etc. Some of the suggestions, that management should be arrange the multiple seminars, training programs for the different period of times, that employees may be engaged because when multiples programs are being engaged for the entertainment of the employees at the different occasions like their religious days and national and other worthy days that they feel themselves as the part of the organization.

It is shown in the multiples organization that employees reward scheme, communication activities, team building and leadership activities are also tools and techniques which can help for engagement of the employees. Working environment and conditions like teamwork and support also create engagement in the workforce. Jobs should be redesigned by the management and to allow their subordinates to find the best way to complete their task that they can get the pride in their work. Employee's engagement directly impact on the working environment. Lower the engagement higher the turnover intentions as well as leadership has strong influence on the employee's engagement.

### **CONCLUSION**

The research shows that the employees engagement makes employees involved in the activities of the organization which enhance the productivity of the organization due to the interest taking in the organizational activity and results in declining the employees' turnover intentions. Engaging employees can help to the organization to achieve long term objectives through the updated training method because every new

innovation take in place in each field of the organization, if the employees would be involved, attracted and engaged toward the organization. No matter that how much you have invested in the other fields of organizations for the quality maintenance but it is only possible when the employees would be engaged. It is observed from the research data that each intervention leads to changes in soft and hard creativity with the engagement of employees<sup>[6]</sup>.

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