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EXPLORING ORGANISATIONAL ENGAGEMENT: INSIGHTS INTO COLLABORATIVE DYNAMICS WITHIN BIOLOGICAL SYSTEMS

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ABSTRACT

The primary purpose of the document is to help employees inside the organization better their performance, goals, and values. It refers to a worker's degree of dedication and connection with their company. It enhances an employee's performance on the work in the advantages of the company. It is a multifaceted idea that considers two-way communication between an organization's employers and employees. The staff members within the organization had a positive outlook. An employee's attitude at work, whether positive or negative, can be measured and has a significant impact on how well they learn and execute their work. Workplace productivity is directly impacted by employee engagement. Every organization wants its workers to feel enthusiastic about their work and may have a direct impact on the company's bottom line.

Key Words: Organization, Productivity, Effectiveness, Personality, and Employee Engagement.

Introduction

Although the idea has been around since 1990, the name wasn't initially utilized until 2000. Numerous experiments have supported the idea that employee engagement predicts the performance, profitability, and financial gains of an organization. Several of the typical declarations about employee engagement, including how satisfied employees are with their jobs inside the company. An engaged worker brings more profitability, productivity, and customer focus to the company. It is predicated on mutual commitment and reliable communication between an organization and its constituents. The goal of an employee

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engagement strategy is to raise the likelihood of corporate success for both individual performance and well-being.

Some of the aspects involved are:

- To perform their jobs inside the business, people need to feel mentally stimulated.
- The expansion of job opportunities for employees within the company.
- An employee's degree of pride in their work or affiliation with the organisation.
- Employees must be included in the organization's business planning process.

Employee Engagement

Employee engagement pertains to the degree of dedication and commitment a worker has for their employment. The organization's heart and soul truly lie in its employees. It all comes down to fostering a positive work atmosphere where staff members are motivated, at ease, and linked to the objectives and mission of the company. Employee engagement is a human resource concept that characterizes a worker's interest in and commitment to their work inside an organization. It also refers to a worker's degree of involvement and commitment to the organization. Employee engagement encourages workers and increases their commitment to the organization.

Importance Of Employee Engagement

- Workers are the organization's most valuable resource.
- An organization may achieve amazing things when its personnel are engaged.
- Active Employees choose to remain with the company. Retaining employees is possible.
- An enthusiastic worker gives it their all to support the expansion of the company.
- The productivity and innovation of the organization are enhanced by employee involvement.
- A key factor in the organization's success and expansion is employee engagement.
- Develop a culture of trust and loyalty within the company.

Formats of Employee Interaction:

Three categories exist:

1. Actively disengaged
2. In a proactive manner
3. There is no engagement.

Workers that are actively disengaged are unhappy in their jobs. On the other hand, these workers are dissatisfied within the company. Having performed less than the best for a worker's remaining time with the company by letting go of those they believe will shortly advance to more senior roles.

Workers that are emotionally invested in the company and work with all of their passion are considered engaged. They provide fresh perspectives and inventiveness to an organisation.

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They uphold the company's aims and objectives and consistently go above and beyond the call of duty to advance the company's development.

Employees aren't exactly "checked out" when they're not engaged. These workers do put in time, but not with much enthusiasm. These workers may have a favorable or unfavorable attitude towards the company. They view their work as nothing more than a minimal salary.

Drivers of Employee Engagement

Any element that has the power to uplift, inspire, and encourage workers to support our company is a driver of employee engagement. These components come together to form a constructive and effective workplace culture. One of the most significant responsibilities of the top management in all businesses, profit or non-profit, is employee engagement. These organizations are different from one another. The foundation of any firm is employee engagement. Here are a few of the drives.

- Motivation
- Performance management
- Leadership
- Professional growth
- Incentives and prize

Objectives of the Study

- To thoroughly examine the idea of employee engagement
- Understanding the significance of employee engagement

Need and Scope of the Study

The Employee retention, profit, and productivity will all rise as a result of this. It will look at and concentrate on ways to increase employee motivation, engagement, and commitment to the expansion of the company.

Advantages

The current employee in an organization is viewed differently than an ordinary "employee" in the after liberalization, outsourcing, globally years due to technological advancements. The idea that employees must demonstrate engagement (EE), which stems from global competitiveness, is quickly gaining traction in the workplace. Many businesses and research organizations view involvement as a potent source of long-term competitive advantage in the twenty-first century. The key to achieving organizational goals and vision is employee involvement, which is essential for organizational greatness. A successful strategy for creating organizational greatness is employee engagement. Today's organizations rely more and more on people development and knowledge production for their best and long-term growth. Reconsider the factors that influence organizational performance through employee engagement in order to satisfy the demands of world-class performance. A crucial asset that sets a company apart from its other assets is its human capital. It is made up of the knowledge, attitude, creative thinking, problem-solving skills, dedication, motivation, and loyalty of the employee. When an organization cultivates and cares for its human capital well, it also

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stimulates the development of other resources or abilities that are now essential for the growth and development of the organization.

Employee Engagement and Motivation

A sense of accomplishment, acknowledgment, job satisfaction, opportunities for advancement, accountability, and the possibility of personal development are just a few of the several factors that might inspire employees in the workplace. The management style that is used and the concepts of positive or negative reinforcement have a direct impact on employee motivation and performance. The degree of dedication and interest that a worker has for their company and its principles is known as employee engagement. An engaged worker collaborates with coworkers to enhance job performance for the organization's benefit and is aware of the business context. It is an optimistic outlook that the staff members have for the company and its principles. The article focuses on how job involvement leads employee engagement and what employers may do to increase employee engagement. The purpose of the study is to evaluate the junior and middle level staff engagement and motivation programs to motivate the employee and Employee Engagement.

Leadership And Employee Engagement

In the field of organization sciences, employee engagement is a relatively new topic, although leadership is one of the most researched. However, there wasn't a lot of study done on the connection between employee engagement and leadership. Human resource development professionals have been assigned with creating and working with executives to implement strategies for employee engagement, retention, and growth because many businesses invest a lot of money in these areas. Therefore, HRD experts must have a thorough understanding of the link and mechanism between engagement and leadership in order to advise leaders on how to successfully encourage positive outcomes in their followers. In keeping with this, the research carried out a thorough analysis and combination of conceptual and empirical studies that looked at the connection between leadership and employee engagement, and then created integrated frameworks for analyzing the relationship between them.

Literature Review

Title: DAILY ACTIONS AND BEHAVIOURS ARE INDIVIDUAL EMPLOREMENT

One-time projects are insufficient. Organizations and executives no longer question the business case for employee engagement since there is a wealth of data to support it. Consider the compelling data from Gallup's 2017 State of the American Workplace survey, which highlights the competitive advantages that engaged employees bring to their organizations. These benefits include decreased absenteeism and attrition as well as increased productivity, sales, customer metrics, and profitability. Businesses now consider increasing employee engagement to be essential to their operations and invest a large sum of money in doing so. According to data, companies spend as much as \$1 billion a year trying to increase employee engagement. In spite of the money and effort businesses devote to raising engagement levels—not to mention the wealth of research conducted on the subject. According to Gallup, just one-third of American workers are engaged, which implies that the other two thirds are either not

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involved at all or are deliberately disengaged. This indicates that businesses are still learning how to foster an engaged culture. HR, executives, and workers are all necessary for employee engagement. The three organizational roles of HR, leadership, or the employee are frequently used to examine employee engagement, and the methods to increase levels of engagement. There is a wealth of literature on HR-related programmes and initiatives, a large body of work on leadership strategies for increasing employee engagement, and publications that highlight the role of employees. An engaged workforce is the result of a combination of all three organizational roles, not just one. Engagement is a decision that shows up in the daily actions, attitudes, behaviors, and practices that take place within an organization. It results from the collaboration of HR, management, and staff members who choose to participate and show up in methods that express their decision to participate. Engagement has nothing to do with costly initiatives, ostentatious displays, or one-time gatherings. In actuality, control, influence, and promotion by HR, leaders, and staff members occur on a daily basis.

Research Methodology

The art of scientific inquiry is research. Research entails problem definition and revision, hypothesis formulation, or proposed solutions, gathering, arranging, and assessing data, drawing inferences, and coming to conclusions; finally, thoroughly testing the conclusions to see if they are developing hypotheses.

Techniques: The study focuses on an organization's need analysis for employee engagement. It covers the study's name, purpose, goals, and area of investigation.

The study's title is: The research project is called "EMPLOYEE ENGAGEMENT."

Sources of data: Questionnaire

Sources both primary and secondary are used to get data.

The method of collecting data is crucial to the research process. Research data collection aids in appropriate analysis, which is necessary to carry out research efficiently. The primary and secondary data sources are crucial for the data collection process.

The research of training need analysis takes into account both primary and secondary data.

Primary Data: This refers to unique information that has been collected with a specific goal in mind. The standard protocol is to collect the necessary data by conducting individual and/or group interviews with the participants.

Secondary Data: This is information that has previously been published someplace, such as in magazines or annual records. Gathered for other uses. In this case, the investigator possesses both primary and secondary data.

Survey Approach:

The questionnaire was administered through direct contact and through circulating google forms with respondents.

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Sample Size & Sampling Technique:

The study covers an IT employee working in corporate. The Respondents were selected on a Sample Random basis from the following categories of the employees, a) Boys b) Girls

Statistical Tool: Simple percentage

Sample Size: The sampling size was 100.

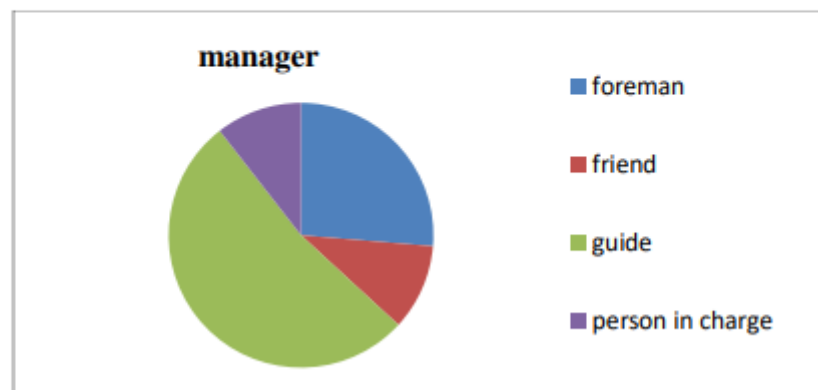
Questionnaire Design: A structured questionnaire was designed consisting of close-ended questions and the meeting the respondents personally to get their responses.

Data Interpretation

DATA INTERPRETATION

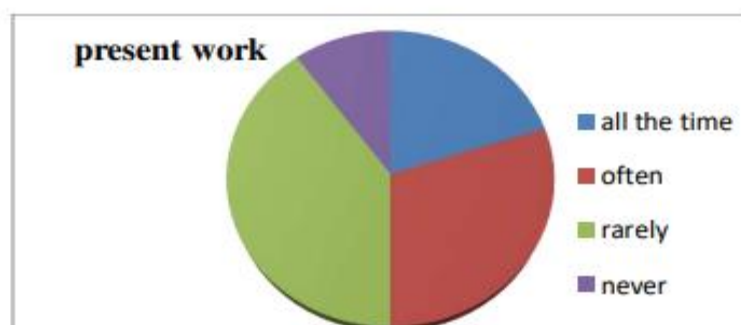
1. How will you narrate your immediate manager?

- a. foreman b. friend c. Guide d. person in charge.



2. Do you enjoy your present/ on-going work?

- a. All the time b. Often c. Rarely d. Never



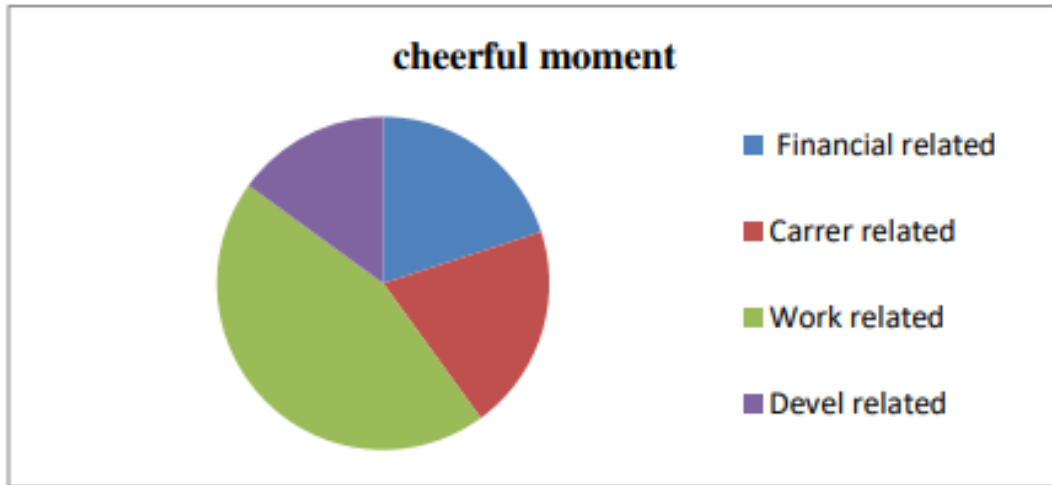
3. What is your cheerful moment in the workplace? (Tick one from each category)

a. Finance related – Salary / Increment / Bonus

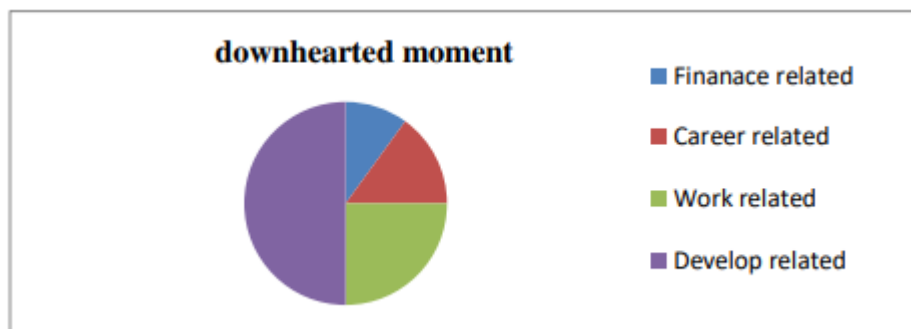
b. Career related – Promotion / New Job responsibilities / Management support

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- c. Work related – Job content / Team members’ support/ Supportive Colleagues / Work Environment / Understanding Boss
- d. Development related – Sponsored courses / Management Programs / Up skilling training / Engagement activities

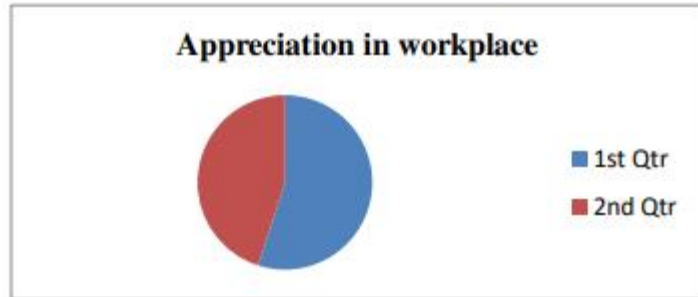


4. What is your most downhearted moment in the work place? (Tick one from each category)
- a. Finance related – Less Salary / Less Increment / Less Bonus
 - b. Career related – Delayed Promotion / Less Job responsibilities / Inadequate management support
 - c. Work related – Job content / Less Team spirit/ Unsupportive Colleagues / Difficult Work Environment / Non understanding Boss
 - d. Development related – No course sponsorship / Less/No Management Programs / Less/No Up-skilling training / No Engagement activities



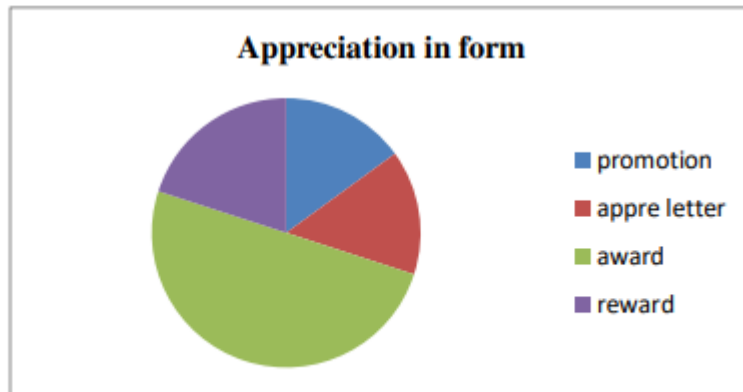
5. Have you received any appreciation for your work recently?

- a. Yes
- b. No



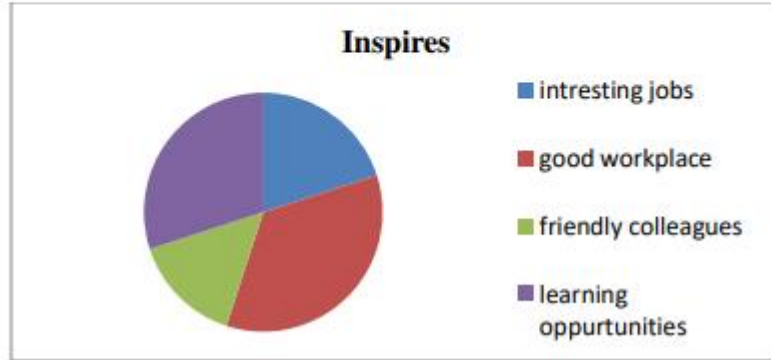
6. If yes, you got appreciation in the form of

- a. Promotion
- b. Appreciation Letter
- c. Award
- d. Reward



7. What inspires you to come to workplace?(rank in order of preference)

- a. Interesting jobs
- b. Good workplace
- c. Friendly colleagues
- d. Learning opportunities.



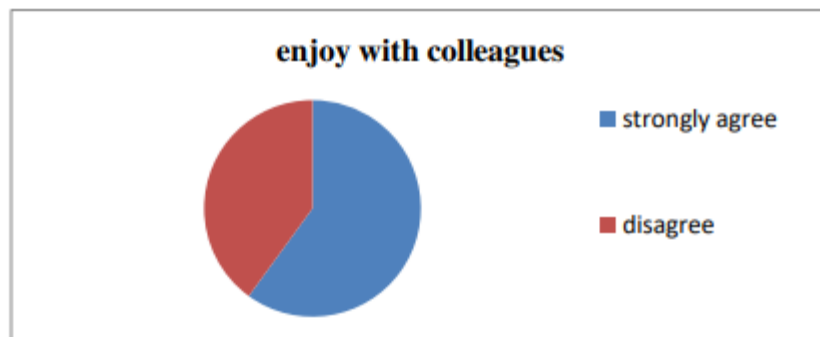
8. Did you attend any other special training programs?

- a. yes
- b. no



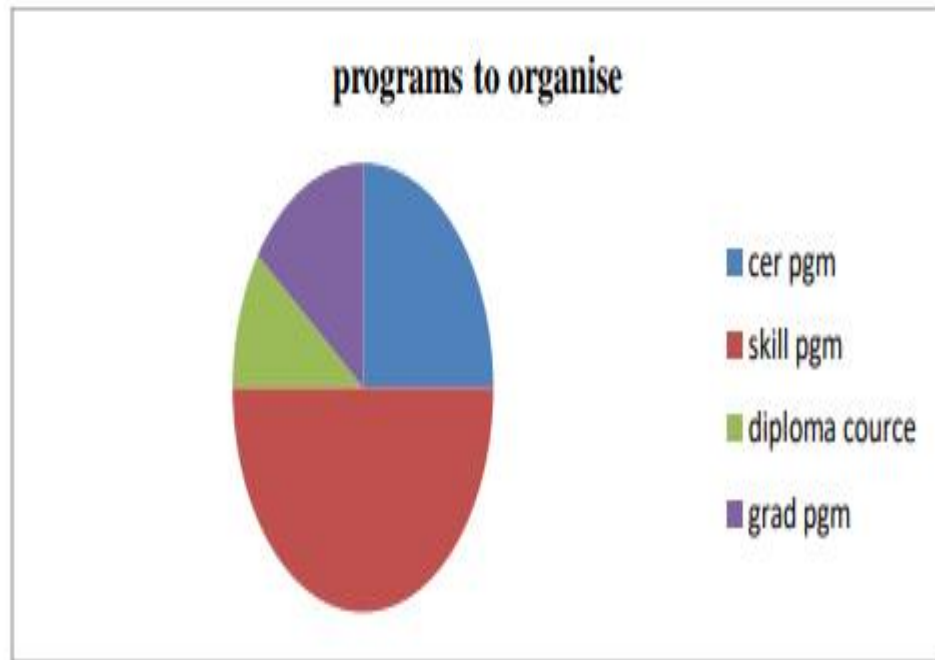
9. Do you enjoy working with your current colleagues?

- a. Strongly agree
- b. Disagree



10. What are the programs that you would like the company to organise?

- a. Certification Program
- b. Skill programs
- c. Diploma courses
- d. Graduation Programs



DATA ANALYSIS

appreciation * quarter1

Crosstab

Count		quarter1		Total
		highly satisfied	satisfied	
appreciation	promotion	4	1	5
	awards	2	3	5
Total		6	4	10

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.667 ^a	1	.197		
Continuity Correction ^b	.417	1	.519		
Likelihood Ratio	1.726	1	.189		
Fisher's Exact Test				.524	.262
Linear-by-Linear Association	1.500	1	.221		
N of Valid Cases	10				

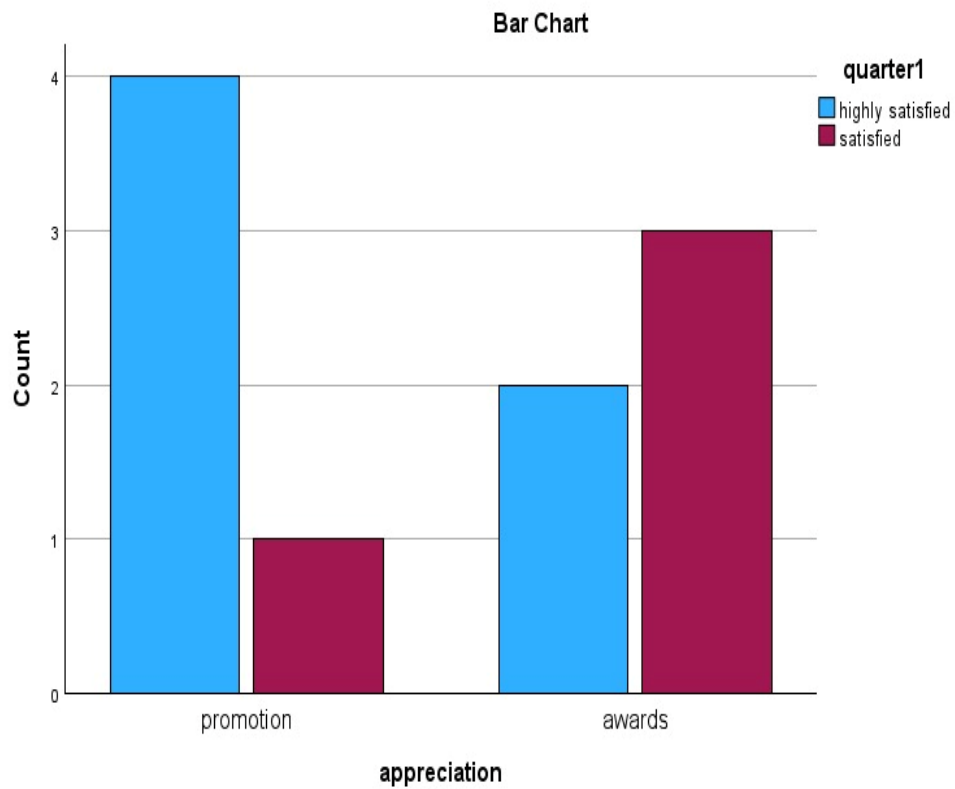
a. 4 cells (100.0%) have expected count less than 5. The minimum expected count is 2.00.
 b. Computed only for a 2x2 table

.CHI-SQUARE TEST

RESULT:

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H1 There is a significance difference between Employee Engagement and Appreciation.



H0 There is no significance difference between Employee Engagement and Appreciation.

2.MANN-WHITNEY TEST

Mann-Whitney Test

		Ranks		
	gender	N	Mean Rank	Sum of Ranks
enjoy working	male	5	4.00	20.00
	female	5	7.00	35.00
	Total	10		

Test Statistics^a

		enjoy working
Mann-Whitney U		5.000
Wilcoxon W		20.000
Z		-1.964
Asymp. Sig. (2-tailed)		.050
Exact Sig. [2*(1-tailed Sig.)]		.151 ^b

a. Grouping Variable: gender

b. Not corrected for ties.

Findings:

1. An employee's

workplace is satisfied when they are engaged.

2. Workers believe their company offers them chances to develop professionally.
3. Employee accomplishments are acknowledged and rewarded.

Recommendations:

1. In order for them to feel more comfortable and interested in achieving their goals, employees should provide greater encouragement.
2. To make the workers happy where they are now employed, I will inspire them and foster a pleasant atmosphere.

Conclusion:

Research indicates that although workers appear to be content and happy in their roles, achieving perfection is a very challenging task. Among the most significant and nicest things. Because of an employee's dedication, an organization with engaged workers is more satisfied. Engagement influences corporate outcomes and is a strong indicator of future financial achievement. Higher levels of corporate performance are fostered by engaged employees, who facilitate the successful implementation of business strategies. Thus, we would draw the

conclusion that, in order to produce a successful attempt, the organization must properly allocate time and resources to both raising and maintaining the situation.

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