

Employee Engagement: A Rare and Unique Collection of Expert Views

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Abstract

Employee engagement shows the attachment of employees in their organization and how they engaged in their work. In simpler terms, it is the employee's subjective feeling of attachment towards their organization. This feeling is utmost important in employee retention in an organization. Here we present a collection of expert views on employee engagement.

Keywords: Work Engagement; Management; Human Resource; Employee Retention.

Introduction

Employee engagement is also known as work engagement or worker engagement a business management concept. An engaged employee is one who is fully involved in, and enthusiastic about his or her work, and thus will act in a way that furthers their organizations interests.

"This is about how we create the conditions in which employees offer more of their capability and potential"- David Macleod [1].

"Emotional connection and employee feels toward his or her employment organization, which tends to influence his or her behaviours and level of effort in work related activities" [2].

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Expert Reviews

Employee Engagement

Employee engagement is known as emotional and logical commitment to the organization or it is optimistic or pessimistic attitude towards the organization. This says that employees will not engage in their work and they also not enjoying while doing the work. Research says that they relate family stress as a work stress. The woman employees are more engaged than the men employees. It is only meaningful if the management and employees have a good understanding [3].

Employee Engagement and Psychological well-being

Robertson reported his research findings under the title, "Full Engagement: The integration of Employee engagement and Psychological well-being", According to him [4], the main function of introducing this idea 'full-engagement' is that the employee gathering is more likely to be sustainable when employees wellbeing also high. Employee position, work psychology, occupational psychology, and psychology these are the key words of work engagement.

Antecedents and Consequences of Employee Engagement

According to Saks [5] the main intention of his study was to check the copy of the antecedents and consequences of job and institute engagement based

on the social exchange theory. Key language of this is Employee Engagement is strain, member of staff job fulfilment. There is a vital difference among job engagement and organization engagement.

Employee Engagement and Burnout

Crawford and Rich reported that the goal was to look at the association among demand and engagement. There is a bigger influence on employee engagement according to the preposition of the job demand and resource [6].

Key Improving Performance

Employee engagement is closely linked with managerial performance outcomes organization with engaged employees have higher employee retention, as a result of reduced turn over and reduced intention to leave the companies productivity, profitability, growth and customer satisfaction [7].

Other Expert Views

Employee engagement is translating employee potential into employee performance and business success is a wide theory. Engagement affects both the interior and exterior level of the organization from many directions, in order to reduce the conflicts among the employees. The research should be done to know what the employee engagement and what makes it special. Every organization is hoping to achieve a good result using employee engagement methods. Desai and Manjumdar made a research on the topic "A Study On Employee Engagement in Two Indian Business" the purpose of this study is to examine the difference in work engagement level in Information Technology (IT) and manufacturing employees in same group. The different employee engagement adopted in two Indian businesses whether training and motivation are given to the employees or not [8]. Mehta and Mehta describes about various approaches in employee's engagement. It shows the how they engaged in work and what they feel about the work [9].

Conclusion

Employee Engagement plays a main role in each and every organisation. Organisation needs to incorporate different kinds of strategies to engage employees in their job. Highly engaged employees bring productive results to the organisation which in turn leads to greater organizational performance.

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