

## **A Critical Analysis of the effect of Employee Engagement on job satisfaction and productivity**

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### **Abstract**

Employee engagement begins on the first day of hiring since the company wants to retain the greatest personnel over the long term. It is incredibly beneficial to both the company and the workers. People spend the majority of their time at work; hence their motivation and attitude towards it are seen to be key contributors to job satisfaction. "Emotionally attached individuals are more committed to their work and organization, which increases both employee and company productivity." An engaged employee is aware of the organizational environment and collaborates with coworkers to enhance job performance. The productivity of the company is directly impacted by employee engagement initiatives. All businesses want active participation from their workforce. Customer satisfaction is related to employee engagement, which is related to an organization's financial performance. Engagement occurs when enough employees are interested in performing a good job, the goals of the company, and the methods used to accomplish those goals. People only exhibit this compassionate attitude and conduct when they are happy in their employment, think that the company supports them, and collaborate with a competent human resources manager.

**Keywords:** *Employee Engagement, human resources manager, financial performance.*

### **Introduction**

Employee engagement is characterised as a worker's commitment to and happiness with their employment. Employee retention may include employee engagement. Employment satisfaction is described by (Locke, 1976) as a pleasant or upbeat attitude brought on by an evaluation of one's job or job experiences. It's crucial for corporations to keep their employees engaged in order to retain the best talent in light of the growing diversity in the workforce and businesses entering new markets. Engaged employees are more likely to be pleased and motivated, which leads to the retention of top talent and gives the company a competitive advantage.

Employee engagement is the condition in which people are really and logically devoted to the company. Long-term emotional involvement is a part of employee engagement, which precedes more ephemeral generalisations of employee mood like commitment and work happiness. Employees that are engaged arrive at work each day with a sense of belonging to their company and a high degree of passion for their jobs.

Possibly the most important indicator for firms in the twenty-first century is employee engagement. Growth of the business, value addition perceived by workers, and employee opinion of the organisation all have a direct impact on employee engagement. HR professionals think that employee attitudes about their work experience and how they are treated inside the firm play a significant role in the engagement dilemma. It has a lot to do with feelings, which are intrinsically connected to what makes a firm succeed financially. The productivity of the company is directly impacted by employee engagement initiatives. From earlier studies on strong participation, empowerment, work motivation, organizational commitment, and trust, the idea of engagement has logically developed. The capacity for workers to engage themselves, establishing a feeling of engagement, and aligning people with strategy are some of the main components in engagement.

### **Job Satisfaction**

Whether a person enjoys their work or not, job satisfaction is just a matter of how happy they are in their position. Job satisfaction may also be seen in the larger perspective of the variety of factors that influence a person's quality of working life or their experience of labour. Understanding job satisfaction involves considering how it relates to other things.

### **Employee Engagement**

The idea of employee engagement in human resources (HR) refers to how enthusiastic and committed an employee is to their work. Employees that are engaged are concerned about their job and the success of the organisation and believe that their contributions matter. An engaged employee is in it for more than just a

salary and may believe that their performance and, by extension, their well-being, are directly related to and essential to the success of their organisation.

Given its obvious connections to work satisfaction and employee morale, employee engagement may be crucial to a company's success. Engagement among employees can only be established and sustained via effective communication. Employees who are engaged are more likely to be productive and perform well. They often exhibit a stronger dedication to a company's ideals and objectives.

Employers may promote employee engagement in a variety of ways, such as by setting clear standards, rewarding exceptional work, informing staff about the company's success, and giving frequent feedback. Other tactics include making an attempt to give workers a sense of worth and respect, as well as a sense that their opinions are being heard and understood. Employees who are engaged in their job feel that it is important, that their managers value and support them, and that they have been given responsibility for the company's success.

Since the 1990s, employee engagement has been seen as a component of management theory. In the 2000s, it gained widespread acceptance. Employee engagement has been proven to have clear correlations to a company's profitability and financial health, while having its critics who largely point to how difficult it can be to assess.

### **Engagement Impact on Organization's Productivity:**

Employee engagement is influenced favourably by their awareness of how well an organization's resources are handled. Productivity and engagement are closely related. Engagement is boosted when workers are aware of an organization's production numbers. Employee engagement is influenced by four key factors at work, including the culture of the business, the ongoing implementation of people-focused policies, relevant indicators, and organisational success.

- Continuous reinforcement takes place when a company creates rules that help its personnel achieve their objectives and benefit the company as a whole.
- Achieving organisational goals fosters pride, work satisfaction, trust, and a feeling of belonging to the company.

Employees need to believe they have the necessary physical, mental, and emotional resources to do their jobs as well as possible. The ability to project and share the organization's success stories with its staff is another skill that should be had by organisations. Employees may therefore tie their own successes to their own performance and comprehend how their own performance directly affects the performance of the business as a

whole. As a result, employee engagement is improved. Greater financial success, more productivity, higher customer happiness, and fewer staff turnover are all correlated with high engagement.

## Conclusion

High levels of employee engagement will increase commitment to and interest in the workplace, resulting in a motivated workforce that will cooperate to meet the organization's objectives. In today's dynamic environment like ours, acquiring a qualified staff is simply not enough; much more must be done to keep them engaged and motivated to support the organization's objectives. Therefore, engagement is a condition in which a person is not only emotionally invested in his or her work but also intellectually devoted to it, going above and beyond the call of duty to advance the interests of the firm. employee engagement's function as a mediator in the link between job satisfaction and engagement. Employee engagement is impacted by job satisfaction, or how happy an employee is with their task and compensation. They will consistently provide the highest level of service in order to meet the expectations of the business.

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