



ANALYSIS OF ATTRIBUTES OF EMPLOYEE ENGAGEMENT AMONG COLLEGE TEACHERS AT MADURAI

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ABSTRACT

Employee Engagement is a basic concept in the effort to comprehend and analyze, both qualitatively and quantitatively, the nature of the relationship between an organization and its employees. An "engaged employee" is defined as one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization's reputation and interests. An engaged employee has a positive attitude towards the organization and its values. An organization with high employee engagement might therefore be expected to outperform those with low employee engagement.

KEYWORDS : Commitment, Employee Engagement, Mean, Standard deviation and Teachers

INTRODUCTION

Employee Engagement is a workplace approach resulting in the right conditions for all members of an organization to give their best each day. Employee engagement is based on trust, integrity, a two way commitment and communication between an organization and its members. It is an approach that increases the chances of organizational success, contributing to organizational and individual performance and well-being.

RESEARCH METHODOLOGY

The samples consisted of 100 teachers from various colleges located in Madurai comprising of 75 male and 25 female teachers. All of them were highly qualified. A structured questionnaire was prepared and it consists of attributes checklist to measure their perceptions about employee engagement practices.

RESULTS AND DISCUSSIONS

The mean score of male and female college teachers regarding their opinion on positive attributes of employee engagement measured through attributes checklists are presented below

Table-I Mean and standard deviation values of positive attributes of employee engagement across male and female teaching staff.

Positive attributes	Male		Female	
	Mean	Standard deviation	Mean	Standard deviation
High performance	3.68	1.35	3.88	1.39
Job and career satisfaction	3.11	1.52	3.34	1.33
Helpful	3.01	1.57	3.23	1.37
Belongingness	3.42	1.34	3.43	1.34
Growth and development	3.09	1.54	3.41	1.35
Role identity	3.65	1.37	3.84	1.36
Average mean value of positive attributes	Male = 3.326 Female = 3.521			

Table-II Mean and standard deviation values of negative attributes of employee engagement across male and female teachers.

Negative attributes	Male		Female	
	Mean	Standard deviation	Mean	Standard deviation
Workload	2.13	1.33	2.06	1.4
More communication	2.05	1.35	2.01	1.33
Economic uncertainty	1.05	1.3	1.02	1.35
Individual differences	1.02	1.4	1.01	1.33
Conflict	1.11	1.35	1.03	1.32
Resistance	1.15	1.4	1.06	1.35
Average mean value of positive attributes	Male =1.418 Female =1.365			

We compared the mean scores of male and female college teachers on all the attributes related to employee engagement. The mean score on positive attributes of both male and female college teachers were significantly higher than the negative attributes. The average mean values of positive attributes of male and female college teachers are 3.326 and 3.521 respectively. Similarly the average mean score of negative attributes of male and female college teachers are 1.418 and 1.365 respectively. There was no significant difference between the perceived opinions of male and female college teachers regarding their positive attributes, female teacher's mean value is more than the male teachers. There was no significant difference between the perceived opinion of male and female teachers regarding their negative attributes, female teacher's mean value is more than the male teachers.

Table III Correlation between employee engagement and commitment of employees

		Employee Engagement	Commitment
	Pearson Correlation sig. (2 Tailed)	1	.721(**)
Employee Engagement	N	100	100
	Pearson Correlation sig. (2 Tailed)	.721(**)	
Commitment	N	100	100

**Correlation is significant at the 0.01 level (2 – tailed). Source: survey data

The relationship between employee engagement and commitment has a correlation of 0.721, which is statistically significant. Hence employee engagement prevailing in Colleges of Madurai positively influences the commitment of the College Teachers.

CONCLUSION

The management of various institutions should understand the expectations of male and female college teachers. Since in most of the dimensions their opinion regarding their expectation and their perception about employee engagement are similar, they don't need separate regulations on gender basis. Common set of rules are enough for administration. Concentration should be given for the areas where male and female college teachers have difference of opinion regarding their expectations. The senior administrative staff or management should interact with the college teachers frequently to understand their expectations precisely so that they can provide a better quality environment. The teachers are engaged with their allotted responsibilities, which have. Employee

engagement practices prevailing in Colleges of Madurai positively influences the commitment of the College Teachers.

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