

# Enhancement in productivity due to employee satisfaction and engagement

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## Abstract:-

Employee satisfaction is one of the biggest issues with their increase productivity in the organization. Management prepares various types of strategies to increase the productivity of the organization with their employee satisfaction and engagement. With increasingly competitive markets, organizations face various challenges in the time of business success. Increase efficiency may be best achieved by orienting the performance management system to promote employee engagement. Engaged employees ready to contribute more of organizational productivity, it's also supports in maintaining a higher level of commitment. Employee satisfaction and engagement is the level of employee's commitment and participation towards their organization and its values. The organizational success depends on employee's productivity increase through employee's commitment towards his organization. This paper is attempted to analysis the importance of employees for the growth and development of organization and its success. This paper makes an attempt to study the different strategies of management to increase the productivity with the help of employee engagement with the help of review of literature. The main objective of the study was to analyze and interpret the impact of employee satisfaction and engagement on success of the employee satisfaction with their increase productivity with the help of management strategy.

**Keywords:** - Engaged, satisfaction, productivity, efficiency, growth.

## Introduction:-

Without relationship between an organization and its employees not enhance the productivity. An "engaged and satisfy employee" is defined as one who is fully absorbed by and excited about their work and so takes positive action to further the organization's reputation and interests. Performance management ensures that the whole workforce is focused on the overall organizational goals, making it more likely that the company will reach goal in a timely and efficient manner. Performances evaluate all of the employees yearly or annually. These help individual employees set their own goals that match with the mission of the company. Employee satisfaction and their engagement as a positive, work-related attitude characterized by high levels of energy, emotional commitment, and satisfaction derived from the work. Employees who are engaged in this way are more likely to be invested in the success of the organization and will work harder to advancing revenue and reputation. Engaged employees and managers invest their best efforts in their work every day to ensure the success of the success of their teams and organization. This work also tries to identify the key drivers of

management strategies increase the productivity of the organization with the help of employee's satisfaction and their engagement.

### **Highly satisfied and engaged employees:**

- Do their best every day.
- Interested in contributing to the organization.
- Put organization interest a head their own.
- Try hard to make the work environment pleasant and respectful.

### **Handling non-engaged and dis-engaged employees:**

- To create productive workplace.
- Managing and maintaining customer satisfaction.
- Decided goal achieve by the organization.

### **Literature review:-**

Karuoya & Senaji (2017) private education institutions are subject to market pressures like any other business organization and most of private higher education institutions still confronted a quality of professional teachers and obstacles in developing research works for many decades in the past until present. As a result, human resources department must work to enhance their human assets in education institutions, both quantitatively and qualitatively by attracting, developing and retaining talent. Burma (2014) HR department is one of the necessary needs of today's businesses and has a very important role for the supply of human beings as the main resources of organizations.

Lee (2017) employee job satisfaction and its importance in the workplace have found that employee job satisfaction is essential is a fundamental determinant of growth, service, quality within an organization. Satisfied employees perform better and contribute to the total success of an organization. Shmailan (2015), an unsatisfied employee does not perform well and become a barrier to success. The results have of prior research have indicated that differences exist between job satisfaction based on the age and racial groups of staff and that there are, moreover, differences between the levels of extrinsic and intrinsic job satisfaction based on differences in age and among different racial groups.

Seigts et al. (2006) summarized an employee engagement stating that engagement factors deal with connection, clarity in communication, conveyance of expectations, career advancement, congratulations or recognition, control over own job, collaboration between employees, credibility in leaders, contributions and confidence in the company. Buckingham et al. (1999) these ten employee engagement factors are elements within the workplace that "attract, focus, and keep the most talented employees. Lockwood (2007), it should

be the mission of HR to create a work environment that encourages engagement as well as attracts potential employees.

Herzberg et al. (1959) developed motivational model for job satisfaction and through research he found that the job related factors can be divided into two categories, Hygiene factors and motivation factors. Hygiene factors can not cause satisfaction but they can change dissatisfaction into no dissatisfaction or short term motivation, where motivational factors have long lasting effect as they raise positive feelings towards job and convert no dissatisfaction into satisfaction. In the absence of hygiene factors (that are working conditions, supervision quality and level, the company policy and administration, interpersonal relations, job security, and salary) the employees chances of getting dissatisfied increase .

Abraham (2012), the relationship between job satisfaction and employee engagement has been studied by some researchers and some studies also suggest that employee engagement is a result of job satisfaction. Kim–Soon & Manikayasagam (2015) there is a significant relationship between employee engagement and employee job satisfaction. Engaged employee leads to higher job satisfaction.

#### **Objectives of the study:-**

- To highlight the challenges of employee satisfaction and engagement.
- To study those management strategies whose helpful increase productivity with the help of employees satisfaction and their engagement.

#### **Conclusion:-**

Employees are satisfied and engaged the organizations need to improve some of the facilities so that employee would become highly satisfied and the productivity and performance levels also increase. The study of the relationship helps to fill a gap an employee engagement is a fairly new term and has not been linked to both job satisfaction and engagement. Kahn's Personal Engagement Theory, Equity Theory, and Herzberg's Two-Factor Theory of Job Satisfaction were used as the theoretically. The organizations need to provide good working conditions for the ease of employees to be able to work in an efficient and effective manner. The organizations must provide effective pay and benefits, good welfare programmer, implementation of suitable grievance redressal procedures, recruitment process, equal employment opportunities, safety measures and incentives, ,promotions, recognition, involvement of employees in decision making process and provide all other motivational factors to increase overall satisfaction level of the employees. All over employee's satisfaction and engagement helps in enhancement productivity of the organization.

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