

MOTIVATING FACTORS INFLUENCING EMPLOYEE ENGAGEMENT AMONG SCHOOL TEACHERS IN THE NILGIRIS DISTRICT

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ABSTRACT

This research paper emphasizes on the various motivating factors which increase the employee engagement on the performance towards the organizational goals and objectives based on the vision and mission of the schools in the perspectives of school teachers in the Nilgiris district. In the current scenario, due to entry of many MNC's in our nation, employee engagement is the main requirements for any organization, as it accentuates to increase the employee commitments and motivation for the performance in their day to day activities. A study was undertaken to assess the various motivating factors which provoke employee engagement on the organizational effectiveness through the performance of the School teachers from Govt. schools.

The objectives of the study were framed based on the both primary data and secondary data collected through well structured questionnaire to attain the results for the required study. For the purpose of the study the sample respondents were selected only from Coonoor and Kotagiri schools in the Nilgiris District. Convenience sampling method was adopted to collect the data by administering a well structured questionnaire using Rensis Likert scale using statistical tools like Percentage analysis, and student "t" test to analyze the collected data among the selected 100 sample respondents through SPSS software package.

Key words: Employee engagement, Job satisfaction, Commitment, Reward, recognition, etc.

Introduction

Employee engagement manifestly emphasizes all the employees to experience passionate their work which is committed with endeavor and team work towards the organizational goal. Employee engagement is indispensable to support and retain the hardworking, dedicated and productive employees as it is a growing demand in the changing scenario of the workforce at global level owing to modern know-how, and changing artistic market demand.

Significance of the study

To gain more foreign exchange innovative requirements of the international companies focus on appointing modern manpower with enormous potentials. On the contrary, retaining employees with the vital knowledge and skills is not adequate to facilitate an organization to achieve its target. The experienced and brilliant employees must be retained and administered well to perform their regular work successfully towards the vision and mission of the organization. The standard and persistence of the employee engagement march beyond the predictable ideas of the job satisfaction, commitment of the organization, job involvement, etc.

Employee engagement involves the active use of emotional, cognitive, and behavioral energies at workplace while working in reliability with the strategies and organization's objectives. Keeping in mind the importance of employee engagement in the workplace as the need of the hour, this study has been undertaken to measure the "Motivating factors influencing employee engagement among school teachers in the Nilgiris district".

Statement of the problem

Any organization will always attempt to reach the competitive edge for the growing need for efficiency of the workforce with innovation to match the market in order to achieve its success. Due to lack of senior management support and poor human resource policies, lack of recognition and inadequate resource support employee engagement is on the decline (Bates, 2004; Richman, 2006). Investments made on constructing competitive advantage for increasing employee engagement and commitment are improving ahead but in few areas many studies say that there is no development in commitment and engagement (Gallup, 2008; Ott, 2007) as such referring to these studies it is clear that employee engagement is the most noteworthy and momentous area to be adhered to the uplift the organizations, hence there is a considerable prerequisite for any company. Therefore, this present study has been undertaken to determine the research work entitled, "Motivating factors influencing employee engagement among school teachers in the Nilgiris district".

Objectives of the study

1. To study the demographic profile of the sample respondents and
2. To analyse the various motivating factors influencing employee engagement among school teachers in Coonoor and Kotagiri block of the Nilgiris District.

Scope of the study

Loyal and committed employees who are well engaged in work place bring success and glory to the organization continuing the happiness and fulfillment in the workplace. They feel inherently provoked to show confirmation of optimistic thinking such as distributing, supporting, cooperating, sustaining, to creating holistic framework of the affirmative, psychological, social, and organizational perspective of work. Employees who are always engaged in work are not logically born, but can be extended by organizational protection and practices, thus employee engagement is a modus operandi and requires a systematic way of making employees work with unity. Employee engagement strategies enable people to work with integrity and loyalty with recognition, involvement and respect (Lockwood, 2007). The results of the current study will be of massive significance to companies, which seek out to improve the levels of engagement of employees' status. The outcome of the study would throw innovative radiance on the components of employee engagement in organizational effectiveness and also facilitate organizations a huge compact in generating appropriate programs using suitable technique to advancement in organizational effectiveness.

Research Methodology

Both primary data and secondary data were collected through well structured questionnaire to accomplish the result for the problem investigated in the study. Only one hundred sample respondents were selected from Govt, in and around the two blocks the Nilgiris district viz. Coonoor, and Kotagiri. For the purpose of the study, Convenience sampling method was adopted by Survey method and the data was collected by administering a well d structured questionnaire using Rensis Likert scale. Statistical tools like Percentage analysis, reliability test and student “t” test were used to analyze the collected data through SPSS software package.

Analysis & Interpretations of the study

The primary idea of this study was to analyse the demographic profile of the sample respondents about the motivating factors influencing the employee engagement in the perspectives of school teachers in the Nilgiris district. The collected data was analyzed and interpreted for the findings and recommendations.

Reliability Analysis

Reliability analysis is used to erect reliable dimension scales, to improve existing scales, and to assess the reliability of scales previously in use. Exclusively, Reliability and Item Analysis will support in drawing and valuation of sum scales, of multiple individual measurements to compute various statistics that permits researcher to construct and analyze the scales in classical testing model. The tests depict its output for 100 numbers of cases with 10 number of items with the Coefficient Alpha as 0.669. Thus it is observed that the reliability of coefficient alpha (α) for the 100 cases of 10 item is 0.669 (scale range between 0.0 to1.0) which shows the reliability of the selected factors.

Analysis and Interpretations of the study

The analysis and interpretations of the study highlights the results of the study entitled, “Motivating factors influencing the Employee engagement among the school teachers in the Nilgiris District”. For the purpose of this study one hundred sample respondents were selected using convenience sampling method and by adopting survey method by way administering a well structured questionnaire with Rensis Likert five point scale.

DISTRIBUTION SHOWING THE DEMOGRAPHIC PROFILE OF THE SAMPLE RESPONDENTS

Demographic factor	Particulars	Frequency	Percentage %
Age	31-60	48	40
Marital status	Unmarried	83	69.2
Educational Qualification	UG	75	62.5
Occupation	Public sector	65	54.2
Family type	Joint family	73	71.5
Monthly Income	Below 100,000	86	71.1
Number of dependents	Less than 2	76	63.2
Total number of sample respondents = 100			

Source: Primary Data

The demographic profile of the sample respondents were analysed with Percentage analysis and it demonstrates that out of 100 sample respondents, 48 (40.%) of them are the majority respondents who belong to the age group between 31-60 years old. In case of the marital status of the sample respondents 83 (69.2%) of them belong to unmarried group and they are the majority sample respondents. Educational qualifications of the sample respondents show that the majority of them hold UG degree and they are the 75 (62.5%) among 100 respondents. With occupation, 65 (54.5%) respondents work in Public sector and they are the majority sample respondents among one hundred respondents. 73 (71.5%) respondents out of 100 belong to Joint family and they form the majority in case of family type. The majority respondents are 86 (71.1%) out of 100 who belong to the group earning Rs. 1,00,000- Rs. 1,50,000 p.m.76 (63.2%) respondents out of 100 respondents have less than two dependents and they are the majority in case of number of dependents in their family.

Student “t” TEST

Null Hypothesis: There is no significant mean difference exist between marital status of the sample respondents and the motivating factors of employee engagement.

TABLE: 1

MOTIVATING FACTORS OF EMPLOYEE ENGAGEMENT AMONG THE SCHOOL TEACHERS (Student “ t” –Test)

Dimensions	MARITAL STATUS				“t” value	‘P’ Value
	MARRIED		UNMARRIED			
	Mean	SD	Mean	SD		
Salary, status & security	42.8378	4.08598	41.3614	4.56278	.474	.492
Commitment	62.8919	6.21282	62.5663	5.93500	.925	.338
Reward& Recognition	42.32.43	5.10476	40.5422	4.12104	1.835	.178
Supervision	61.3514	8.35735	59.5181	6.53762	4.633	.033
Working conditions	62.0270	7.39927	60.8193	6.71210	.878	.351
Interpersonal relationships	62.8108	4.92633	61.3373	7.05946	.910	.342

Source: Primary Data

Note: 1. ** denotes significant at 1% level

2.* denotes significant at 5% level

It is inferred that the significance of the 'P' values are 0.00 which is less than 0.01 (level of significance) ($P < 0.01$). Hence, null hypothesis is rejected and alternative hypothesis is accepted. Based on mean score, it is observed that the married sample respondents have been influenced more than the unmarried sample respondents with the respect of the various dimensions of the motivating factors of employee engagement such as Salary, status & security, Commitment, Rewards & recognition, Supervision, Working conditions, and Inter-personal relationships. Thus, there is a significant mean difference exist between marital status of the sample respondents and the motivating factors of employee engagement. From the above table it is noted that significant 'P' values are less than 0.05 % (Level of significance) ($P < 0.05$). Hence, null hypothesis is rejected. The majority of other dimensions of the motivational factors influencing employee engagement such as Salary, status & security, Commitment, Rewards & recognition, Supervision, Working conditions, and Inter-personal relationships. Thus, there is a significant mean difference exist between marital status of the sample respondents and the motivating factors of employee engagement. Thus, there is a significant mean difference exist between marital status and the various motivational factors of the employee engagement.

Null Hypothesis: There is no significant mean difference exist between type of family of the sample respondents and the motivating factors of employee engagement.

TABLE: 2

MOTIVATING FACTORS OF EMPLOYEE ENGAGEMENT AMONG SCHOOL TEACHERS (Student "t" –Test)

Dimensions	TYPE OF FAMILY				"t" value	'P' Value
	JOINT		NUCLEAR			
	Mean	SD	Mean	SD		
Salary, status & security	42.1846	4.20525	41.3818	4.73948	.602	.439
Commitment	62.9231	6.16012	62.3636	5.84162	.001	.980
Reward & Recognition	41.4308	4.79573	40.6909	4.13599	1.086	.299
Supervision	60.6308	7.14049	59.4364	7.20022	.104	.748
Working conditions	61.6308	7.11637	60.6727	6.71387	.051	.821
Interpersonal relationships	62.1077	7.40592	61.4182	5.25530	1.966	.164

Source: Primary Data

Note: 1. ** denotes significant at 1% level

2. * denotes significant at 5% level

It is inferred that the significance of the 'P' values are 0.00 which is less than 0.01 (level of significance) ($P < 0.01$). Hence, null hypothesis is rejected and alternative hypothesis is accepted. Based on mean score, it is

observed that the nuclear family sample respondents have been influenced more than the joint family sample respondents with the respect of the various dimensions such as Salary, status & security, Commitment, Rewards & recognition, Supervision, Working conditions, and Inter-personal relationships. Thus, there is a significant mean difference exist between marital status of the sample respondents and the motivating factors of employee engagement. Thus, there is a significant mean difference exist between marital status and the various motivational factors of the employee engagement. From the above table it is noted that significant 'P' values are less than 0.05 % (Level of significance) ($P < 0.05$). Hence, null hypothesis is rejected. The majority of other dimensions of the motivational factors of employee engagement such as Salary, status & security, Commitment, Rewards & recognition, Supervision, Working conditions, and Inter-personal relationships. Thus, there is a significant mean difference exist between marital status of the sample respondents and the motivating factors of employee engagement. Thus, there is a significant mean difference exist between marital status and the various motivational factors of the employee engagement.

Conclusion

Consequently, employee engagement is a place of work approach proposed to assure that employees are enthusiastic to their organization's objectives, values, and optimistic to contribute to organizational achievement, and to expand their own sense of well-being. This idea is very expensive and precious as it has numerous mechanisms to contract with the employees. Every company or organization should give due significance to employee engagement as it is very urgent need of the organization. Employees are the strength and human assets of the organization and no company will flourish without the truthfulness and loyalty of the employees in the workplace for organization's future predetermined goals.

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