



A STUDY ON DISENGAGED EMPLOYEE BEHAVIOR AT MYMUL.

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Abstract:

The paper focus on employee disengagement. It is the opposite of employee engagement that is disengagement. Which means that employees get bored, no interest to do the work in the organization. To understand the disengagement concept MYMUL Mysore milk union Ltd branch employees were choosen. In this paper what is the reaction of employees when they go tough employee disengagement is studied. The SPSS software is used for data analysis. Hundred convenient samples were taken for the study. Eleven statements were taken for analysis. Four major statements were found occurrence in the organization when employee feel disengaged.

Key words: Employee disengagement, mistake, quarrel, emotional detached and climate.

While beginning a new position, representatives are very cheerful and amped up for their new jobs. Bosses are strong, partners are amicable, and the entire climate is inviting. In any case, following one year, this fervor begins to burn out, and representative commitment begins declining. Each organization will observer no less than one of the many reasons for representative withdrawal at work sooner or later, which can prompt huge issues in the work environment. Besides the fact that the individual performs inadequately, yet frequently it can adversely affect the resolve and inspiration of the bigger group.

An effectively withdrawn representative, regardless of how gifted they are, won't work to the best of their efficiency. They are unmotivated, separated, and are potentially paying special attention to a new position. Or on the other hand, they are making working with them trying for their friends and administrators, in the end affecting their confidence and efficiency as well.

A withdrew worker's affected an association in convincing ways, for example, expansion in representative non-attendance, lower levels of efficiency, and possible expansion in employing cost. To understand deeper the condition of employee disengagement MYMUL is taken for the study. Information regarding MYMUL is given below.

Under the World Bank aided Karnataka Dairy Development Projects, the activities on Dairy Development were taken up in the year 1975. The Mysore District Co-operative Milk Producers Societies Union Ltd was registered on 23.11.1976, having the jurisdiction extended to the entire Mysore District and Five Taluks of Mandya District. The Union undertook the work of organization of Milk Co-operatives in 'AMUL Pattern' with the main objective of socio-economic reformation of the farmers in the rural areas through Dairying as main subsidiary occupation.

Later the Union was bifurcated into Mysore and Mandya District Co-Operative Milk Producers Societies Union Ltd from 01.04.1987. Consequent to the bifurcation of Mysore District into Mysore and Chamarajanagara Districts, this Union is renamed as Mysore-chamarajanagara District Coop Milk Producers Societies Union Ltd. Later from April 2015 Bifurcation of Mysore-chamarajanagara district milk union as Mysore milk union and chamarajanagara milk union. The new Mega dairy plant is installed with capacity 6 LLPD expandable to 8 LLPD at Alanahally Mysore.

LITERATURE REVIEW

Hongmei Shen et.al (2023), the author has discussed about the disengagement concept taking 24 in-depth interview of Chinese people. The results reveals that disengagement take place due to person-job misfit, indifferent work attitude, slacker work behavior, and withdrawal from employing.

Arpita Agnihotri et.al (2023). in this paper the author has explained about the moral disengagement. Survey with 307 employee . the customer who behavior uncivil with employee have more disengagement. Disengagement increase when they meet the uncivil customer. so the manager must train the employee to keep calm and focus on the job.

Bahare Afrahi et.al (2022), It is an review paper were authors have discussed about the concept of work disengagement. Difference between engagement and disengagement. The level of disengagement is explained in the paper.

Jeske et.al (2022), In this paper the author has taken 284 employee from Northern Germany. The path analysis was applies to understand the relationship between job characteristics that foster learning (experience with and demand for continuous learning at work, skills variety and autonomy) the results show that recognition predict future learning ability have positive impact on reducing employee disengagement.

Meade et.al (2024), the author tells the reasons for disengagement are ineffective leadership, limited growth prospects, high-stress, work environments, and exclusionary organizational cultures. The solution to reduce employee disengagement are job enrichment strategies centered on recreation programs.

Verma, V et.al (2024), author opines that employee disengagement can be controlled by empowering the job involvement, institutional dedication, and job contentment. Also by controlling the employee confusion matrix, giving clarity, recall and increasing efficiency.

Khan, F. et.al (2024), author opines there is a strong relationship between workload and disengagement. The academicians' have been taken for study. the disengagement is more found due to workload .

OBJECTIVE OF THE STUDY:

To understand the behavior of the disengaged employee in the work.

SCOPE OF THE STUDY:

The present study attempts are confined to eleven statements on employee disengagement statements only.

RESEARCH METHODOLOGY

Descriptive method was used in the paper. The research design used in the research is descriptive, using the questionnaire method. Descriptive research accurately and systematically describes the characteristics or behavior of an observed phenomenon or a particular population. Survey research gathers data about people's behavior, attitudes, feelings, and beliefs, through the use of interviews and questionnaires. The survey design, using a standardized questionnaire, is considered the most appropriate research design to collect data about people and their perceptions, attitudes, and behaviors in a systematic manner, supporting the quantitative method.

SOURCE OF DATA

Data was collected from both primary and secondary sources. Primary data was collected through structured questionnaire was given to employees of MYMUL Mysuru branch. The secondary data was extracted from different journals, publishers and websites.

SAMPLE DESIGN

Sampling means choosing a portion of the population. Non Probability sampling technique was used in the paper. Convenient sampling refer to sampling by obtaining people or unit that are conveniently available.

SAMPLE SIZE

100 employees were chosen for the study like Technical support engineer, Assistant manager, and operation engineer.

STATISTICAL TOOLS ADOPTED

The mean and standard deviation are used.

Table -1

Descriptive Statistics				
	Statement on Employee Disengagement.	N	Mean	Std. Deviation
1	Exit from the company.	100	1.92	1.398
2	Creating problem at work.	100	1.58	.977
3	Display lethargy at work.	100	1.73	1.069
4	Make lots of mistakes in the work.	100	2.00	1.314
5	Quarrel with managers and co-workers.	100	1.92	1.281
6	Work monotonously, no creativity and involvement in the work.	100	1.85	1.243
7	Start speaking negatively about the work.	100	1.65	1.186
8	Feel emotionally drained in the work.	100	1.96	1.495
9	Non – Adherence to shifts timings.	100	1.54	.896
10	Wait for changes in work place.	100	1.77	1.293
11	Decreased loyalty.	100	1.69	1.181
		100	1.88	1.353
	Valid N (listwise)	100		

Source : Primary Data

The above Table -1 presents 11 statements specifying the employee disengagement behavior, Prominent behaviors were identified by computing the mean. The behaviors having highest mean is found to be predominant. The employees intended behavior during disengagement were as follows:

Findings

1. Make lots of mistakes in the work.2.00
2. Feel emotionally drained in the work.1.96
3. Quarrel with managers and co-workers. 1.92
4. Exit from the company.1.92.

Suggestion

- When employee feel stress they make mistakes.so by reducing the stress level employee disengagement can be decreased.
- Employees feel dissatisfaction.so emotional drain happens deucing dissatisfaction by providing monetary and non-monetary rewards can help the employee disengagement decreased.
- When relationship fails they have quarrel. If cordial relationship is maintained employee disengagement can be reduced.
- When employee feels no opportunity to grow in the company he thinks of exiting from the job. By providing ample opportunity to employees.

Conclusion

When we discuss about the disengagement employee withdraw from doing the work intentionally. when employee know the job but still makes mistakes it clearly indicating that employee has encountered disengagement in the work, not able to involve in the work the employee is performing, unnecessary fights happen in the work places.to reduce the disengagement in the work the top level employee must have open communication channel with employees were they are able to express their views ,ideas, ought and ignore Gossip.

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