

Effective Engagement of Modern Gadgets in Workplace

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ABSTRACT: Organizations with highly-engaged employees routinely outperform those with greater numbers of disengaged employees. Not only do they post higher earnings, they also recover more quickly from market-induced setbacks. Therefore, it seems self-evident that organizations would be interested in taking every possible step to keep their employees fully motivated and educated. Low satisfaction rates lead to lower productivity and increase the likelihood of turnover, resulting in many potentially talented workers moving elsewhere for more attractive opportunities. Fortunately, most approaches can be adopted by organizations to help improve engagement.

I. INTRODUCTION

Employee morale is the stage of dedication and engagement that an employee has towards their corporation and values. An involved employee is aware of the business context and works for the good of the organization with his colleagues to improve performance in the workplace.

A. DEFINITION:

The earlier statement of Scarlett Surveys, "Employee Engagement is a measureable degree of an employee's positive or negative emotional attachment to their job, colleagues and organization which profoundly influences their willingness to learn & perform at work". [1]-[5]

II. OBJECTIVES OF THE STUDY

- To determine the positive attitude of the worker towards their job.
- To evaluate the degree in which the employee are engaged in the workforce.
- To analyze a good connection between administration and the recruits.
- To analyses the various factors leading to employee engagement.[6]-[10]

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III. RESEARCH METHODOLOGY

A. Research Design:

The study conducted is Descriptive in nature.

IV. DATA COLLECTION METHOD:

A. Primary and secondary Data:

Primary data are gathered through inspection from the employees and the later was gathered from journals and previous research studies.

B. Statistical Tool:

- Weighted Average Method

Weighted Average Method:

Net score in % age = net score in row / total net score X 100

C. WEIGHTED AVERAGE METHOD

The table 1 showing that the involvement helps to develop the effectiveness of the organization.

Particulars	No of respondents (X)	Rank(Y)	X*Y
Strongly Agree	29	5	145
Agree	64	4	256
Neutral	7	3	21
Disagree	0	2	0
Strongly Disagree	0	1	0
Total			422

Total = 422/100 = 4.22

➤ The weighted average value is 4.22

V. RESULTS & DISCUSSION

- 89% of respondents are <25 years of age.
- 73% of respondents are belongs to diploma.
- 79% of the respondents are below 5000 of income level.
- 64% of the respondents agree that the involvement help to develop the effectiveness of the organization.
- 77% of respondents says that they are highly interested at all time to the job designed for them.
- 88% of respondents says that they are exited about their work and focus on accomplishing the task.

- 69% of respondents defiantly would develop a good relationship between employee and management.
- 69% of respondents says that they find obstacles in achieving their target.
- 50% of respondents agree that workload is reasonable.
- 67% of respondents frequently aware of existing situation and current problem in your organization.
- 59% of respondents feel that the management is flexible.
- 53% of the respondents are usually ready to work extra hours and eager to volunteer for different assignments.
- 61% of respondents feel the benefits offered by the organization are good.[11]-[15]

VI. SUGGESTIONS

- For further improvements of organization commitment the following suggestions can be utilized:
- Based on my study the respondents of the organization can improve the flow of information regarding current problems in the organization.
- Based on my study there is many obstacles in achieving their target because the customer are unaware of your store.
- Based on my study some of the respondents are usually ready to work in extra hours and eager to volunteer for different assignments, so the company has to focus more on those employees by assigning flexible work and helps them to increase their capability in their job. Since that the other employee will also get motivated.
- Based on my study some of the respondents feels that their nature of job is affecting their work involvement. so the company has to give more importance in allocating work to the employees. They have to check whether the job is handed to the suitable employee or not. [16]-[20]

VII. CONCLUSION

A learn about on evaluation of worker engagement is carried among the employee of future fee retail. Management's basic job is the effective utilization of human assets for achievements of organisation objective. Employee engagement is an necessary function for each and every worker to accomplish the goals of an organization. The most important goal of the find out about is to identify the stage of dedication and involvement of an employee has toward agency and its value [21]-[25]

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