EMPLOYEE ENGAGEMENT AND MOTIVATION AT CHENNAI IT SECTOR

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ABSTRACT

The usage of the term “employee engagement” has been increased in the recent years. Employee engagement has emerged as a popular organizational concept. Employee Engagement is the extent to which employees think, feel, and act that represents high levels of commitment to their organization. Engaged Employees are motivated to contribute their knowledge, skills, and abilities to help their organization success. High level of Employee Engagement increases the growth of the organization and acts as an effective retention strategy. It is a positive attitude held by the employees towards the organization and its values. Engaged employees are emotionally and psychologically attached to their organization and highly involved in their job. The paper focuses on existing programs and its effectiveness on employee engagement. Findings note that Factors including challenging work with more responsibility, supportive superior, good work environment, high interaction with superior, pay hike, promotion and rewards and recognition were considered as highly motivating factor by majority of the employees.

KEYWORDS: commitment, employee engagement, motivated, promotion, pays hike, rewards and recognition.

REFERENCE

- Psychological conditions of personal engagement and disengagement at work. The Academy of Management Journal, 33, 692-724. (Kahn, 1990)

 https://www.nibusinessinfo.co.uk/content/employee-engagement-overview