

# EMPLOYEES ENGAGEMENT AND SATISFACTION: SHORT COMMUNICATION

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## ABSTRACT

*In this fast-swapping world, where the 'Thinking Computers' is taking place all over, there still exists the need to address the issue of the level of employee engagement and satisfaction in an organization.*

*The pandemic and the dynamic surroundings have resulted in the loss of jobs, loss of interest, lack of motivation amongst the working sector, and thus, to refurbish the corporate environment, Employee Engagement and Satisfaction are the two keys to unlock the treasure of practical efficiency and complete growth.*

**Keywords:** Employee Engagement, Satisfaction, Management.

## The Role of Employee Engagement and Satisfaction In An Organisation

Employee Engagement basically refers to the level of satisfaction an employee possesses with himself with regards to the job he is serving in an organization. It may further cultivate how emotional he is in respect to the designation assigned to them (Sun & Bunchapattanasakda, 2019).

Whereas Employee Satisfaction refers to the level of fulfillment an employee possesses with himself in terms of the job he is serving.

These two are like the two inseparable facets of a coin that cannot be separated as both directly impact each other. If an employee is not satisfied with his post, salary, working hours, he will not be fully engaged and committed towards the organization and vice versa.

## Objectives of Employee Engagement and Satisfaction

1. The very first be, to position the employees towards the goals, aims, and values of the company.
2. To understand the requirements of the employees with respect to the post, salary, working conditions, etc.
3. To enhance the overall effectiveness, efficiency, and productivity of both the employees and the organization.
4. To pump and keep the employees motivated.

## Key Areas

When talking about how to keep the employees engaged and keep them satisfied, various parameters come into consideration.

The primary step is to understand the level of how much an employee is engaged or satisfied with his job.

There are three variants in which the engagement level of an employee can be recognized-

1. Engaged Employees- These are the most hardworking and attentive ones. They love their jobs and take the initiatives to contribute to the firm's growth. They are the productive ones who work from their heart and are satisfied with the position they are handling (Reijseger, et al., 2017).
2. Not Engaged Employees- These are the ones who may show a negative or a positive demeanor towards the organization they are working from. They are the lazy ones and usually the type that wants everything to be served on a platter.  
These are the employees, which concerns the organizations as there is a need to motivate and make them feel wanted
3. Disengaged Employees- These are the ones who are not pleased to work, and for them, it is just the paycheck that matters. They often spread negativity, and they are not at all satisfied with the post they are serving (Kumar & Ayedee, 2019).

Thus, the key focus for an organization should be the employees that are not motivated and the ones who spread negativity. To do that, it is mandatory to understand the requirements, mental status, social status, and background of the employees so that corrective initiatives and policies could be made to make the employees feel wanted and satisfied.

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