

A Study on Employee Engagement Among School Teachers at Kabisthalam Village, Thanjavur DT

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ABSTRACT - Employee Engagement is the level of commitment and involvement of an employee towards their organization. This study focus to find how employee engagement helps in job involvement and factors influencing them. The survey was done among teachers working at Kabisthalam. Kabisthalam is one of the oldest and large village located in Papanasam Taluka. Thus has a population of 6630 according to census 2011. There are very few schools in this village. Sample size was derived by 70 using simple random technique. The dependent variable was Employee Engagement and Independent variables were Work life Balance, Incentives, Working Environment and Promotions. The tool used in this study was ANOVA. The researchers found that there was difference between Employee Engagement and factors among the School Teachers.

KEYWORDS: Employee Engagement, School teachers, Influencing factors, ANOVA, Kabisthalam, Thanjavur district, Tamil Nadu.

I. INTRODUCTION

Employee engagement is a workplace approach resulting in the right conditions for all members of the organization to give their best each day. Employee engagement refers to deep involvement of employees at work in both physically and mentally so that they feel satisfied with their jobs. When Teachers are not satisfied with their work they shift to another job. Employee engagement leads to success of Educational Institution and reduces turnover of Teachers. The working condition plays an important role of employee engagement with their work.

II. REVIEW OF LITERATURE

Delaram (2013) researched on work engagement among secondary school teachers at Hyderabad. Sample Size was 141. The Primary data was collected by questionnaire. The Tool used was Descriptive Statistics and MANOVA. The Researcher found that there was high work engagement among teachers.

Jary et.al (2006) explored on burnout and work engagement among teachers at Finland. Sample Size was 2038. The primary data was collected by questionnaire. The Tool used was SEM and Descriptive Statistics. This research helps in better understanding of teachers' occupational well-being, and has brought new insights into human strengths and potentials in the teaching area.

Ramajanaki (2016) studied on Work Engagement among Teachers. Sample Size was 326. The primary data was collected by questionnaire. The research tool used was ANOVA and

Independent T-Test. The Researcher found that there was difference between work engagements levels of male and female teachers though the effect size was small.

Timothy et.al (2018) studied on influence of employee engagement on the performance of teachers. The sample Size was 359. The Primary data was collected by questionnaire. The research tool used was ANOVA, Descriptive, Regression, Correlation and Percentage Analysis. The Researcher concluded that there was a linear positive relationship between Employee engagement and Performance of Teachers in Secondary Schools.

Bola (2010) explored on work engagement secondary school English teacher in Nigeria. The Sample Size was 162. The Primary data was collected by questionnaire. The researcher used tool as Descriptive Analysis, MAOVA. The researcher found that social and religious aspects should also take into consideration.

III. RESEARCH METHODOLOGY

3.1 OBJECTIVE:

1. To examine the factors influencing employee engagement
2. To study the workplace involvement of employees.

3.2 VARIABLES:

Dependent Variable : Employee Engagement

Independent Variable : Promotions, Working Environment, Incentives, Worklife Balance.

3.3 DESIGNING HYPOTHESIS:

H0: There is no difference between Employee Engagement and Promotions.

H1: There is a difference between Employee Engagement and Promotions.

H0: There is no difference between Employee Engagement and Working Environment.

H2: There is a difference between Employee Engagement and Working Environment.

H0: There is no difference between Employee Engagement and Incentives.

H3: There is a difference between Employee Engagement and Incentives

H0: There is no difference between Employee Engagement and Work life Balance

H4: There is a difference between Employee Engagement and Work life Balance.

3.4 AREA OF STUDY:

This Research is based on the Survey of School Teachers in Kabisthalam Village, Thanjavur District.

3.5 DATA COLLECTION:

Primary Data: Questionnaires collected from School Teachers in kabisthalam

Secondary Data: The source of secondary data was newspapers, journals, websites and books.

3.6 SAMPLING DESIGN AND POPULATION:

ANOVA is adopted for this study. The survey was taken from 70 employees in Kabisthalam village, Thanjavur district through structured questionnaires to know about effect of factors in Employee Engagement among school Teachers.

ANOVA results of difference between Employee Engagement and Independent Factors (Incentives, Promotion, Work life balance, Working Environment)						
FACTORS		Sum of Squares	df	Mean Square	F	Sig
INCENTIVES	Between Groups	11.843	4	2.961	2.573	0.046
	Within Groups	74.8	65	1.151		
	Total	86.643	69			
PROMOTION	Between Groups	5.257	3	1.752	1.421	0.245
	Within Groups	81.386	66	1.233		
	Total	86.643	69			
WORK LIFE BALANCE	Between Groups	21.924	4	5.481	5.505	0.001
	Within Groups	64.719	65	0.996		
	Total	86.643	69			
WORKING ENVIRONMENT	Between Groups	6.807	4	1.702	1.385	0.249
	Within Groups	79.836	65	1.228		
	Total	86.643	69			

INTERPRETATION:

The above table describe, that the significant value is (0.001) for Work life Balance and (0.046) for Incentive was less than P-value (0.05). Hence, the researcher rejects the null hypothesis (H0) and accepts the alternative hypothesis (H1).

IV. CONCLUSION

The study concluded that there was difference between Employee Engagement and factors (Work Life Balance and Incentives) causing Employee Engagement. Employee Engagement is a positive attitude held by the employees towards the organization and its values. Employee Engagement contributes more for the success of organization. Teachers play a vital role in creation of new generation and Maintaining of work life balance which imparts the employee engagement.

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