EMPLOYEE ENGAGEMENT: SOLUTION FOR ORGANIZATIONAL GROWTH WITH REFERENCE TO CONTEMPORARY RESEARCH FINDINGS

B.KALAIYARASAN*; DR.GAYATRI**

*B. Assistant Professor, DRBCCC Hindu College, Pattabiram Chennai, India
**Professor, St. Peter’s College of Engineering & Technology, Avadi, Chennai, India

ABSTRACT
The power of human resources creates image and productivity to an organization. Employees spend more time to their work places than at home for the betterment of both employee and employer. Employee Engagement is what we get, when an employee is motivated by the job and is successful in the job and is well managed by the supervisor and paid fairly by management. So, treat employees like people, not subjects. They are a vital link in the chain of services provided to our nation’s weak and vulnerable populations. Engaged employees have a bond with the organization. They identify with an organization mission & vision and are willing to commit the necessary emotional and personal energies necessary to facilitate in their work. In short, engaged individuals willingly help achieve an organization goals and are emotionally involved in the tasks of their organization. Employee engagement can be influenced by management.

KEY WORDS: Engagement, Commitment, Psychological Attachment, Organizational Growth and Employee Performance.