

WORK ENGAGEMENT AMONG SELECT IT EMPLOYEES IN PUNE CITY

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ABSTARCT

Employers recognize that business success depends on the human capital that drives and supports company objectives. But what happens when the individuals who comprise the human capital – employees – aren't meaningfully engaged in their work. Today, employee engagement and involvement are more vital than ever before to an organization's success and competitive advantage. Gone are the days when a youthful person starting out in his or her career joined a company and stayed until retirement – in today's changing business environment nothing can be certain. The initiatives taken for the employees work engagement is only few and less impactful. Much research and scrutiny is to be done in this area before implementing the engagement activities in the companies. The companies need to focus on engagement and involvement of employees in their work because retention of workforce is difficult. The concept of employee work engagement describes the extent to which workers are involved with, committed to, and passionate about their work. The following brief report provides a research-based review on what is the view of IT employees of Pune city on their work engagement & why it matters for the mental health and organization success. The objective of the study is to find the current engagement level of employees, to study the engagement practices of these IT companies and to find the factors, which need to be improved in order to further increase engagement. The results of the research aims to give specific recommendations to these Multinationals, regarding which areas they need to pay more attention to in order to improve employee work engagement, and to be a better work place. This research on work engagement reports that high levels of engagement lead to enhanced organizational commitment, increased job satisfaction, lower absenteeism and turnover rates, improved health and well being, more extra role behaviors, higher performance and a greater exhibition of personal initiative, proactive behavior and learning motivation

KEYWORDS: Employee Engagement, Engagement practices, Job Satisfaction, Work Engagement

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