

A Study on Employee Engagement and its Impact on Employee Performance at Vision Tech Edtech

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Abstract

Employee engagement has become an important factor influencing organizational performance and employee productivity in modern organizations. Engaged employees contribute positively towards organizational growth by improving efficiency, teamwork, and service quality. The present study focuses on analysing employee engagement and its impact on employee performance at Vision Tech EdTech.

The study aims to identify the major factors influencing employee engagement such as work environment, communication, motivation, supervisor support, recognition, training and development, and work-life balance. Primary data were collected from employees through a structured questionnaire. Percentage analysis and graphical representation were used for data interpretation.

The findings of the study revealed that most employees are satisfied with their work environment, supervisor support, and organizational policies. However, areas such as recognition systems, communication effectiveness, and work-life balance require improvement. The study also found that employee engagement has a positive impact on employee performance, motivation, productivity, and organizational commitment.

The study concludes that organizations should focus on effective communication, employee recognition, career development opportunities, and engagement activities to improve employee satisfaction and overall performance.

Keywords: Employee Engagement, Employee Performance, Job Satisfaction, Work Environment, Organizational Performance.

1. Introduction

Employee engagement refers to the emotional commitment, involvement, and dedication that employees have towards their organization and work. Engaged employees are more motivated, productive, and committed to achieving organizational goals. In today's competitive business environment, organizations increasingly focus on employee engagement because it directly affects employee performance, customer satisfaction, and organizational success.

Organizations with highly engaged employees experience better productivity, reduced absenteeism, lower employee turnover, and improved workplace culture. On the other hand, low employee engagement can lead to dissatisfaction, poor performance, stress, and reduced organizational effectiveness.

Vision Tech EdTech operates in the rapidly growing EdTech industry, providing skill development and professional training programs. Employees in such organizations play a vital role in maintaining service quality and customer satisfaction. Therefore, understanding employee engagement and its impact on employee performance becomes essential.

This study focuses on analysing employee engagement levels among employees and identifying the factors that influence employee performance in Vision Tech EdTech.

2. Review of Literature

Several researchers have highlighted the importance of employee engagement in improving organizational performance.

William Kahn (1990) explained employee engagement as the emotional and psychological involvement of employees in their work roles. According to him, meaningfulness, safety, and availability are important conditions for employee engagement.

The Gallup Organization (2004) found that highly engaged employees contribute significantly to productivity, profitability, and customer satisfaction. Their research also indicated that engaged employees show lower absenteeism and turnover intention.

Saks (2006) identified organizational support, rewards, recognition, and leadership as major factors influencing employee engagement. His study revealed that engaged employees demonstrate higher job satisfaction and commitment.

Harter, Schmidt, and Hayes (2002) concluded that organizations with higher employee engagement levels perform better in terms of productivity, profitability, and employee retention.

Previous studies indicate that communication, leadership support, work environment, motivation, and recognition are major contributors to employee engagement and employee performance.

3. Objectives of the Study

The major objectives of the study are:

- To study the concept of employee engagement.
- To identify factors influencing employee engagement.
- To analyse the relationship between employee engagement and employee performance.
- To study employee satisfaction and motivation levels.
- To identify challenges affecting employee engagement.
- To provide suitable suggestions for improving employee engagement and performance.

4. Research Methodology

The study adopted a descriptive research design. Both primary and secondary data were used for analysis.

4.1 Primary Data

Primary data were collected from employees of Vision Tech EdTech through a structured questionnaire.

4.2 Secondary Data

Secondary data were collected from:

- Books
- Journals
- Research articles
- Company website
- Online sources
- Sampling Technique
- Simple Random Sampling method was used.

4.3 Sample Size

The study considered responses from 100 employees.

4.4 Tools Used for Analysis

The following tools were used:

- Percentage Analysis
- Tables
- Pie Charts
- Graphical Representation

5. Data Analysis and Interpretation

5.1 Gender of Respondents

The study revealed that 54% of respondents are female and 46% are male. This indicates gender diversity within the organization.

5.2 Age Group Analysis

Most respondents belong to the below 25 years age group, indicating a young and energetic workforce.

5.3 Department Analysis

The majority of respondents belong to Sales and Training departments, showing the organization's focus on business growth and employee development.

5.4 Work Environment

Most employees expressed satisfaction with the work environment, indicating a positive organizational culture.

5.5 Communication Effectiveness

The majority of employees believe communication is effective, though some employees feel improvement is required. Recognition and Rewards

Responses regarding recognition and rewards were mixed. Some employees were satisfied while others expected better appreciation systems.

5.6 Training and Development

Most employees agreed that the organization provides adequate training and development opportunities.

5.7 Work-Life Balance

The study found that employees generally maintain a good work-life balance, although a few employees experience workload pressure.

5.8 Supervisor Support

Most respondents stated that supervisors are supportive and maintain good relationships with employees.

5.9 Impact of Employee Engagement on Performance

The majority of employees agreed that employee engagement positively influences employee performance, motivation, productivity, and job satisfaction.

6. Findings of the Study

The major findings of the study are:

- Employees are generally satisfied with the work environment.
- Supervisor support positively influences employee motivation.
- Training and development programs improve employee skills.
- Recognition and reward systems require improvement.
- Communication effectiveness can be strengthened further.
- Employee engagement positively impacts employee performance.
- Young employees form the majority of the workforce.
- Work-life balance plays an important role in employee satisfaction.

7. Suggestions

- Based on the findings, the following suggestions are provided:
- Organizations should improve employee recognition and reward systems.
- Communication channels should be strengthened.
- More employee engagement activities should be conducted regularly.
- Flexible work arrangements should be introduced to improve work-life balance.
- Career development opportunities should be increased.
- Organizations should encourage teamwork and employee participation in decision-making.
- Continuous training and development programs should be provided.

8. Conclusion

Employee engagement is an important factor that directly affects employee performance and organizational success. The present study analysed employee engagement and its impact on employee performance at Vision Tech EdTech.

The study revealed that factors such as work environment, supervisor support, communication, motivation, recognition, and training significantly influence employee engagement. Employees who are highly engaged demonstrate better productivity, commitment, and job satisfaction.

The study concludes that organizations should focus on maintaining a positive work culture, improving communication, and implementing effective employee engagement strategies to enhance organizational performance and long-term success.

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