

Recent Trends In Employee Engagement

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I. INTRODUCTION

Recent trends in employee engagement Employee engagement first appeared as a concept in management theory in the 1990's becoming widespread in management practice in the 2000's, employee engagement is a fundamental concept in the effort to understand and describe both qualitatively and quantitatively. The nature of the relationship between an organisation and employee.

Employee engagement means to which employee feels dedicate about their job,are committed to the organisation and put their efforts into their work.

1.2 Need for the study

Employee engagement helps in increasing the productivity in the organisation. Every employee should be engaged in the work to achieve the organisation goals employee. To know what are the different through which employee can be engaged in the organisation.

1.3Scope of the study

The study is mainly focused on understanding the different trend in employee engagement in organisation and how effectively they are following it

1.4 Objective of the study

1. To study about different trends in employee engagement.
2. To study what are mainly followed engagement trends in the organisation.

1.5 Research methodology

The study is based on secondary sources.The information is collected from different journals, articles.

II. LITERATURE REVIEW

V.vijay anand and c.vijay banu (2016): he explained that employee engagement is the key factor for all organisation to sustain .employee engagement is positively influenced by rewards and recognition opportunities teamwork and communication

Sreekanth and aryasri (2012): in his study he found that employee engagement improves organisation performance and leads to greater level of satisfaction.

III. TRENDS IN EMPLOYEE ENGAGEMENT

A)Flexible work schedules: work life balance is a big issue today, balancing both work and life is tough situation. This is because most of families have become two income households when both parents and spouses have job ,the need flexible jobs in order to keep up with family and household responsibilities is more important than ever.

B) Opportunity for professional and personal development: this is another way of keeping the employee engaged in the organisation creating an opportunity for the employee for their professional development by giving promotions for their performance, creating opportunites for their personal development also.

C) Programmes focused on mental and physical wellness: This is one of the new trend followed by most of the companies. Organising programmes which can refresh the employee mental and physical stress .they are introducing games and break hours. For physical wellness they are giving gym facilities and health care products for their employee wellness.

D) Continuous learning: Learning and development programmes can lead to taking employee engagement forward. The continuous learning create an interest in the employee to learn and enhances their skills for the employee development and increase the employee engagement now,at days continuous learning became an important factor in increasing in employee engagement. A culture of continuous learning improves employee resiliency and drives innovation.

E) Taking employee decision into consideration: Taking employee decision into consideration means taking feedback from them in the meeting and implementing them in the organisation for the organisation development so, that it create feeling of our' in the minds of employee and increases the employee engagement in the organisation.

F) Celebrate what employee achieve in their downtime: An excellent employee engagement activity would be hosting

weekly meeting with every employee in the organisation to share stories of their downfall, what they have achieved and what should be achieved in the future.

IV. CONCLUSION

employee engagement has great importance in today's scenario. The following are the trends which are followed by the most of the organisation in the country. Employee engagement leads to the development of the organisation.