

10 Minute Presentation on

Employee Engagement

Assignment- 1

**Module: Operating Hotel Facilities
(BMIH4006)**

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Employee Engagement

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Introduction



Person engagement is a professional strategy that fosters an atmosphere where every employee is inspired to give their all each and every day, committed to the goals and values of their business, driven to assist organisational success, and with an increased sense of their own well-being.

When workers are actively engaged in their jobs, they feel energised and connected to them and are confident they can handle the responsibilities of the job.

History



The concept of employee engagement was first advanced by Kahn (1990) as the self-employment and self-expression of individuals in their working lives on a physical, cognitive, and emotional level. Since Kahn first proposed this concept, academics have advanced it using a variety of definitions that correspond to various interpretations of employee engagement in each study, but this has left business management unsure of whether initiatives to increase employee engagement are successful across all organisations.

Kahn's (1990) definition of engagement is the first to use the needs-satisfaction framework.

Employee Engagement

There are various schools of thought and businesses that have varying definitions of employee engagement.

Employee engagement, according to May et al. (2004), included both flexible application of cognition and flexible application of emotions and behaviors.

It combines dedication, devotion, creativity, and responsibility, according to Wellins and Concelman (2005).

According to Saks (2006), employee engagement is a "distinct and unique idea" made up of information, feelings, and actions.

Employee Engagement

Engagement, according to Bakker (2011), is a feeling of pleasant, strongly awakened emotions that embodies the qualities of energy and involvement.

The three requirements for an employee engagement model put forth by Soane et al.

According to Maslach et al. (2001), fatigue and engagement are the two ends of a gradient that correspond to the three characteristics of burnout: tiredness, cynicism, and reduced career satisfaction.

Discussion

The individual work experience is where employee involvement first starts. Usually, one must make this decision on their own; it cannot be forced.

Employee engagement, on the other hand, is a psychological condition that is actively linked to one's job and consists of perceptions, feelings, and behavioural patterns that exhibit vigour and involvement.

Third, there are several variables involved in the connection between involvement and stress.

Engagement among employees is a product of mentality and conduct.

Employee engagement refers to a person's level of mental and emotional dedication to their job, their teammates, and their organisation.



Types of Engagement

Highly engaged employees:

Workers who are highly engaged have favourable opinions of their workplace. When workers feel a connection to their teams, enjoy their work, and have positive thoughts about it, they are more likely to want to stick around and put in extra effort to support the company's success.

Moderately engaged employees:

Moderately engaged employees are positive about their employer. Despite being aware of room for improvement.

Barely engaged employees:

They typically feel unmotivated for their job and will only work as hard as they need to in order to survive, sometimes even less.

Disengaged employees:

Employees that are disengaged have a poor impression of their workplace. They don't understand the organization's purpose, objectives, or future.

Advantages

- increases output.
- promotes cooperation and dialogue
- develops ties and trust
- enhances worker well-being
- satisfaction in the workplace
- decreases staff turnover
- brings in and keeps customers
- boosts achievement

Conclusion:

Employee engagement and performance are therefore tightly related. Engaged and motivated workers are more likely to have a higher job satisfaction and improved work output. Employers should make an effort to establish a inspiring workplace that motivates staff to give their best effort.

Employees are more inclined to respond by working more on behalf of the business and increasing levels of engagement when they feel appreciated and well-treated by their employer (Alfes et al., 2013).

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Thank you

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