

# Factors Influencing Employee Engagement in PWD

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### **Abstract**

*In this paper government sector employees are taken for analyzing the concept of employee engagement. The Karnataka Public Works Department employees of Mysuru branch are subjects for the study. In this paper factors influencing employee engagement in Karnataka Public Works Department is taken for the study. The SPSS software is used for data analysis. Fifty convenient samples were taken for the study. Threety seven attribute were taken for analysis. Only nine factors have strong influence on employee engagement.*

**Key words:** *Employee engagement, Compensation, Training and development, Work resources, Communication*

When we talk about the government sector. We look at the employees working in government organization with different expectations. The functioning of the employees is more subjected to critical view. When we talk about the employees all the employees go through the same amount of pain, stress, anxiety, sadness and happiness. To understand about the employee engagement in the paper The Karnataka Public Works Department, Mysuru is taken. The Karnataka government agency in charge of the public works in the state of Karnataka, India. Founded: 1856 Minister responsible: Govind M. Karjol, Public Works Department.

The Public Works Department was a government department that was responsible for buildings, roads and irrigation etc. Public Works in India, such as the construction of roads, water tank, etc..

An apex organisation under the Central Government is entrusted with the task of formulating and administering, in consultation with other Central Ministries/Departments, State Governments/UT Administrations, organizations and individuals, policies for Road Transport, National Highways and Transport Research with a view to increasing the mobility and efficiency of the road transport system in the country. The Ministry has two wings: Roads wing and Transport wing.

### **Review of Literature:**

*Jayant Gaurav (2020)*, In this paper the author has talked about how to improve employee engagement when social distancing is imposed. For the corporate office they need to join online course, language training encouraging them for hobby training, Yoga/fitness exercise and supporting the employees living in village areas, CSR activities, food supplies, delivering essentials giving them basic needs.

*Mitika Nangia et.al (2020)*,The author has taken the volatile, uncertain complex and ambiguous scale. Which was introduced by

U.S people in 1980. They have used both primary and secondary data to explain about employee engagement and talent management in IT industry. Providing up skilling platforms, taking Employee life cycle virtual, virtual leader support programs will lead to employee engagement.

*Meenakshi Kaushik et.al (2020)*, the author opines that employee connection special social gathering became problem during lockdown. The physical and vocal relationship and friendship were lots during lockdown time. It is a conceptual paper the author has used secondary data to discuss the positive and negative impacts of employee relationship and engagement.

*Kevin M. Kniffin et.al. (2020)*, It is a working paper, were the authors have highlighted the changing needs of employees during covid 19. The impact of the working from home, virtual teams, unemployment and mental well-being on a gender, family status, personality, and cultural are studied. They suggest that based on above mentioned parameters employees need to be given flexibility to increase employee engagement.

*Annamarie et al. (2016)*, the engagement crises has spread worldwide. To increase employee engagement, assimilate engagement into the company's human capital strategy. Using scientific method to measure employee engagement, giving more priority to present day requirements and integrating the future with engagement initiatives are means to improve engagement.

### **Statement of the Problem**

All the organization has the employees. But what factors keep employees engaged in the job for a long time is clearly unknown to most of the organization. therefore an attempt has been made to understand the factors

influencing employee engagement in Public Works Department of Karnataka Mysuru district.

### **Objectives of the study**

To identify the factors influencing employee engagement.

### **RESEARCH METHODS**

The need of the study was to identify employee engagement, quantify the connection between variables. Both qualitative and quantitative method was used in the paper.

Dependent variable: Employee engagement.

Independent variable: Thirty seven attributes were taken into studies

Data collection method: Both primary and secondary data are used in the paper.

### **RESEARCH DESIGN**

The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population

### **SAMPLE DESIGN**

Non-parametric. That is convenient sampling was used for the study.

### **SAMPLING UNIT**

PWD employees in Mysuru were sampling units used in this paper.

### **SAMPLE SIZE**

Fifty employees: PWD employees of Mysore were chosen for the study  
 The Cronbach’s Alpha Criterion was applied to test the reliability of the questionnaire. The

value determined was 0.962 proving the reliability of the tool.

Table-1

Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	12.892	34.844	34.844	12.892	34.844	34.844	6.695	18.095	18.095
2	5.089	13.755	48.600	5.089	13.755	48.600	4.878	13.185	31.279
3	3.949	10.673	59.273	3.949	10.673	59.273	4.665	12.609	43.888
4	3.205	8.662	67.934	3.205	8.662	67.934	4.308	11.643	55.531
5	2.929	7.917	75.852	2.929	7.917	75.852	4.183	11.304	66.835
6	1.873	5.062	80.913	1.873	5.062	80.913	2.977	8.047	74.881
7	1.292	3.492	84.405	1.292	3.492	84.405	2.466	6.665	81.546
8	1.210	3.272	87.677	1.210	3.272	87.677	1.746	4.718	86.264
9	1.019	2.754	90.431	1.019	2.754	90.431	1.542	4.167	90.431
10	.915	2.472	92.903						
11	.735	1.988	94.891						
12	.637	1.721	96.612						
13	.494	1.335	97.947						
14	.281	.760	98.707						
15	.219	.591	99.298						
16	.171	.461	99.759						
17	.076	.204	99.963						
18	.014	.037	100.000						
19	1.798E-15	4.858E-15	100.000						
20	9.832E-16	2.657E-15	100.000						
21	6.402E-16	1.730E-15	100.000						
22	4.076E-16	1.102E-15	100.000						
23	3.380E-16	9.134E-16	100.000						

24	1.442E-16	3.897E-16	100.000						
25	1.110E-16	3.001E-16	100.000						
26	-3.087E-17	-8.342E-17	100.000						
27	-1.448E-16	-3.914E-16	100.000						
28	-1.877E-16	-5.073E-16	100.000						
29	-3.784E-16	-1.023E-15	100.000						
30	-3.937E-16	-1.064E-15	100.000						
31	-6.542E-16	-1.768E-15	100.000						
32	-8.160E-16	-2.205E-15	100.000						
33	-8.649E-16	-2.338E-15	100.000						
34	-1.033E-15	-2.791E-15	100.000						
35	-1.109E-15	-2.997E-15	100.000						
36	-1.352E-15	-3.655E-15	100.000						
37	-1.943E-15	-5.251E-15	100.000						
Extraction Method: Principal Component Analysis.									

The Table 1 shows the total variance between the components. Component Analysis table shows the factors which strongly influence employee engagement. Among the 37 items taken, 9 factors were extracted which have Eigen value of more than 1. The total variance explained by 9 factors was 90.43%.

Factors influencing the employee engagement.

1. Compensation
2. Training and development
3. Work resources
4. Communication
5. Quality of work life balance
6. Supervisor
7. Decision making
8. Feedback
9. Autonomy

Compensation is the basic and most needed factor for employee .Both the public and private sectors employees need to focus on

compensation management to keep the employees engaged.

Training and development will be the second aspects .Soon after the recruitment employee look for good amount of training and development. When we are living in 21 century it is very much essential that employees are given the technology driven training and development program. Were they are able to balance body and mind.

Work equipment changes take place very fast equipping the employees with required work equipment will be the need of the hour. Most of the time in government organization change process take place very slowly

Communication: the communication channel is most essential for public sector organization were bureaucracy is barrier for communication

Work life balance: Both men and women need work life balance in the job. Women encounter the challenge when doing Work life balance Supervisor: employee engagement will be high when you have a good coordination between supervisor and employees

Decision: the employees of government sector organization are given very less opportunity in participation of decision making

Feedback: the positive feedback will always are like a helping hand for employees in the organization.

Autonomy: in most of the government organization employees have lots of pressure from the political parties. So less amount of autonomy is found .If the employees are less pressurized then the employees engagement will increased.

## Conclusion

We see that Public Works Department has been in Indian government from the long time. For the well-fare of public. Most of the time we see that public sector PWD employees has to change and adopt according to the government, political parties leaders, policies and changing politicians. The changes take place very slowly and sometimes work progress like transfer, promotion need certain amount of bribe. The file movement is also very slow. So concept of employee engagement must be connected with the nine factors like Compensation, Training and development, Work resources, Communication, Quality of work life balance, Supervisor, Decision making, Feedback and Autonomy in Karnataka Public Works Department which help the employees to more focus on employee engagement.

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