

Impact of Work Engagement on Work Satisfaction: A Study on Higher Education Faculties

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Abstract

Employee engagement is approaches where the employees are enthusiastic and energetic also maintain good relationship with management. It is a situation where the employees are self-motivated, self committed towards the goal and it is generally observed that their morale is high. The employees willing act positively towards the organizational well being. This study mainly focuses to understand how work engagement of arts and Science College staffs have influences their job satisfaction. Employee engagement is the basic term, which influences on employees satisfaction and thereby it reflects employee performance and productivity. In education, sector employee engagement is most significant in yielding high productivity.

Keywords: Employee engagement, job satisfaction, job performance, productivity, morale

Introduction

Work engagement is a by and large new thought that implies an express that shows vigour, dedication and absorption in the job (Bakker & Demerouti, 2008). Bakker and Schaufeli (2008) proposed that work engagement in affiliations be put on the examination arrangement. In India such examinations are compelled, as showed by an electronic chase. Four examples were found which were coordinated with cops (Rothmann & Storm, 2003); female scholastics (Bezuidenhout & Cilliers, 2012); workers in a governing body and a gathering affiliation (Stander & Rothmann 2010) and with sanctuary priests (Buys & Rothmann, 2010). Clearly, no Indian study analyzed the work engagement of educators. Research on the work engagement of Indian educators is particularly needed since studies revealed a couple issue runs that could affect their work engagement. A valid example, teachers were unsatisfied with poor pay rates, generous workloads, couple of chances for expert victories, and unworkable techniques (Maniram, 2007). Added to the before-said were uninvolved people, poor understudy request and industrious changes in the preparation framework (Schulze & Steyn, 2007). Various schools were also portrayed by poor race relations, prohibited course of action and progression systems and poor relations amidst organization and staff (Dehaloo, 2008). These components could curb the work engagement of the educators. Work engagement or shortage in that office translates into behavior. Various Indian educators quit teaching (Maniram, 2007). Understudies who watched de-induced educators similarly got the opportunity to be unconcerned (Atkinson, 2000). Rather than unmotivated educators, associated with workers have high imperativeness and self-reasonability that help them to practice sway over events that impact their lives. They are innovative and beneficial (Bakker & Demerouti, 2008). The examination address that convinced this study was henceforth: How does work engagement of arts and science college staffs have influenced their job satisfaction.

Work Engagement and Job Satisfaction

Research in organizational psychology shows an expanding enthusiasm for work engagement (Sonnentag, 2011). This may generally be clarified by a developing enthusiasm for the positive parts of work and organizational life (Nelson & Cooper, 2007) and most of the way by an expanding understanding that associations need representatives who are rationally joined with their work (Bakker, Albrecht, & Leiter, 2011). Work engagement is a motivational thought (Christian, Garza, & Slaughter, 2011) and implies how representatives experience their work. It is regularly characterized as a positive, satisfying, work-related point of view that is depicted by vitality, dedication, and absorption (Bakker et al., 2011). Bakker et al. (2011) particularly underscore the experience of essentialness (power) and the impression of the work as an important and significant interest (dedication/inclusion) however they declare that more research is relied upon to test if absorption should be seen as an

inside estimation of work engagement. Test examination on both educators and distinctive occupations reveals that work engagement is associated with positive results like inspiring attitudes, lower expectations of leaving the calling, effort, and job execution (Demerouti & Cropanzano, 2010). In their dialog of drivers of engagement Bakker et al. (2011) anxiety both individual resources and job resources (Hakanen, Bakker, & Schaufeli, 2006). As representations of job resources they say freedom and social sponsorship from partners. All the more generally, job resources incorporate parts of the job that empower self-change (Bakker & Demerouti, 2007) and help representatives decipher importance in their work (Arnold, Turner, Barling, Kelloway, & McKee, 2007). Importance of work has been conceptualized as coming about because of undertaking trademark, for occurrence task criticalness (Steele & Fullagar, 2009).

We subsequently expect a power target structure to distinctly foresee work engagement among educators in light of the fact that past examination has exhibited a strength target structure to be determinedly related to educators' qualities, sentiment having a place in school, and job satisfaction and antagonistically related to inspiration to leave the showing calling (Skaalvik & Skaalvik, 2011a). Then again, Skaalvik and Skaalvik (2011a) found that an execution target structure was unfavorably related to teachers' sentiment having a place. The meaning of work engagement accentuating power, dedication, and absorption exhibits that it primarily implies how representatives feel about their work while they are leading it.

This is particularly clear for the absorption estimation of engagement. Regardless of the way, that work engagement and job satisfaction are covering motivational creates (Steele & Fullagar, 2009), a qualification in our conceptualization is that job satisfaction implies how representatives feel about their job all around, while work engagement suggests more particularly to how they feel when they are leading the work. Disregarding this qualification, we conceptualize work engagement and job satisfaction as covering estimations of work-related inspiration. In the investigation composing, job satisfaction is seen as the valuable or opposite evaluative judgments, people make about their jobs (Weiss, 2002). Case in point, Locke (1976) characterized job satisfaction as a pleasurable or positive passionate state coming about because of the examination of one's job. In concurrence with these definitions, we conceptualize teacher job satisfaction as educators' general loaded with feeling reactions to their work or to their showing part (Skaalvik & Skaalvik, 2010). There is little declaration about how to evaluate job satisfaction (Skaalvik & Skaalvik, 2010). The create has been focused on as both: (an) a component specific job satisfaction measuring the extent to which educators are satisfied by specific parts of their job, and (b) a general sentiment satisfaction with the job (Moe, Pazzaglia, & Ronconi, 2010). Skaalvik and Skaalvik (2010) point out that an issue with the element specific approach is that particular circumstances may be vital to assorted educators. In this manner, such measures disregard the way that the impact of particular circumstances on general job satisfaction is dependent on how basic each of the circumstances is to the individual teacher. In this study, we therefore measured educators' general sentiment job satisfaction and separated the degree to which school target structure and individual target presentation expected general job satisfaction. Like engagement job satisfaction is impacted by the educators' working condition or their job resources. Case in point, Skaalvik and Skaalvik (2011b) found that independence, social support, and sentiment having a place foreseen teacher job satisfaction and that work over-weight and passionate fatigue expected lower levels of job satisfaction.

Methods

Present study is descriptive in nature. Absolutely 220 arts and science college staffs are randomly chosen for the study from Tamilnadu, India. The review contained a few independent surveys, which measured distinctive work related variables. At the beginning, the participants were asked about their demographic characteristics such as their gender, age and occupation within the college system. The surveys critical to this study were those identified with work engagement and work satisfaction. Work engagement was measured with the Utrecht Work engagement scale (UWES). There are two adaptations of the scale, a long form of the UWES, containing 17 things and a short form containing nine things (Nerstad, Richardsen & Martinussen, 2010). This study utilized the short form of the UWES. The nine things in the short form of the scale measured the three main qualities of work engagement. Three of the nine things measured power, three things measured dedication and three

things measured absorption (Nerstad, Richardsen & Martinussen, 2010). Work satisfaction was measured by inquiries got from the Dutch working condition study 2011 (Koppes et al., 2012). The members were requested that answer two inquiries. The principal inquiry spoke the truth their satisfaction regarding to the work circumstances and the second question spoke the truth their satisfaction regarding to their work by and large.

Findings of the Study

Table 1: Demographic profile of the participants

Demographics	Characteristics	Frequency	Percent
Designation	Assistant Professor I	92	41.8
	Assistant Professor II	70	31.8
	Associate professor	34	15.5
	Professor	24	10.9
Gender	Female	159	72.3
	Male	61	27.7
Age group	Between 21-30 years old	85	38.6
	Between 31-40 years old	74	33.6
	Above 40 years old	61	27.7
Monthly income	Less than Rs.10000	111	50.5
	Between Rs.10001-20000	77	35.0
	Between Rs.20001-30000	11	5.0
	Above Rs.30000	21	9.5
	Total	220	100.0

From the above table we can concludes that most of the participants (42 percent) are belong to assistant professor grade I designation. As per the 6 pay commission of India and UGC norms, assistant professor grade I is the lowest level. About 72 percent of the participants are females and 39 percent of the participants are aged between 21-30 years old. Many of the percipients (about 51 percent) getting less than Rs.10000 as their monthly income.

Table 2: Descriptive statistics and reliability test

Variables	Mean	SD	Cronbach alpha value
Vigour	3.89	0.81	0.845
Dedication	4.12	0.62	0.822
Absorption	3.66	0.87	0.796
Work satisfaction	3.94	0.80	0.901

Above table shows the Cronbach’s alpha reliability as well as statistical means and standard deviations. Cronbach’s alpha of the variables was above than 0.7, which was an acceptable value of Cronbach’s alpha. Since it shows that there exists high level of internal consistency between the scales.

Table 3: Effect of work engagement on work satisfaction

Independent variable	Beta	T value	p value
Vigour	0.105	2.273	0.024*
Dedication	0.579	8.729	0.000**
Absorption	0.202	2.982	0.003**
R value	0.799		
R Square	0.638		
Adjusted R Square	0.633		
F value	126.810**		

** Significant at 1 percent level

* Significant at 5 percent level

The ANOVA table shows F-Ratio for the regression model, which indicates statistical significance of the Overall regression model. The F-ratio is the result of comparing the amount of explaining variance to unexplained variance. The F-value is the mean square regression divided by the Mean Square Residual, yielding $F=126.81$ for creation of an energetic working environment. The p-value associated with this F values are very small. The significance value of the F-Statistic is less than 0.01. In this table, the significance variable is less than 0.01, so that work engagement of the college staffs can be used to reliably predict the work satisfaction of the arts and science college staffs. Multiple R is the correlation coefficient (at this step) for the simple regression of Vigour (X_1), Dedication (X_2), Absorption (X_3) and the dependent variable of work satisfaction of the arts and science college staffs (Y). R - R is the square root of R-Squared and is the correlation between the observed and predicted values of the dependent variable. The strength of correlation coefficient is 0.799. There is a strong positive strength of correlation between the observed variable X_1 , X_2 , X_3 and predicted values of the dependent variable (Y). The R-square shows the percentage of variation in one variable that is accounted by another variable. In this case work engagement of the college staffs account 64 per cent of changes in work satisfaction of the arts and science college staffs.

Work engagement of the college staffs like Vigour (X_1), Dedication (X_2), Absorption (X_3) have significant impact on work satisfaction of the arts and science college staffs with low significance value. Particularly Dedication (beta=0.579) are the strongest predictor of work satisfaction of the arts and science college staffs.

Discussions and Conclusion

The point of this study was to inspect effect of work engagement of the arts and science college staffs on their job satisfaction. Knowing these effects makes it less demanding to enhance the circumstance of the college educating staffs. By enhancing, the circumstance of the college showing staffs, the understudy's circumstance should likewise be enhanced subsequent to the showing quality experiences the absence of job satisfaction. Aftereffects of the investigations in this study demonstrated that educators with larger amounts of work engagement altogether influence the work satisfaction.

Work engagement is a major sympathy toward all the sort of commercial ventures. Taking into account the finding of the study, there are a couple key focuses that can be utilized to finish this examination paper. It is essential that the association understands the needs of its representatives and give what is best to the workers. Consistent evaluation projects and gratefulness ought to be given to reestablish and propel the workers. Other than this, a percentage of the measures can be taken up by the work power keeping in mind the end goal to adapt to the work incorporate. Undesirable circumstance among the individuals capable in helping what has to come era's administration will at last influence their scholarly and social capacities.

This study uncovers the relationship of representative engagement on work satisfaction, which is most essential thing of any association. This study gives further direction to association to making systems to adapt to these issues. At the point when proficient procedures are executed like preparing, job revolution, and reward framework and so on, then issue of low work engagement is minimized. Therefore, this study is critical to beat the issue of work engagement, which influences the job satisfaction.

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