

EMPLOYEE ENGAGEMENT- A STUDY OF EMPLOYEES OF BANKS OF BANGALORE CITY

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ABSTRACT

Employee engagement is the level of commitment and involvement an employee has towards their organization and its values. An engaged employee is aware of the business context and works with colleagues to improve performance within the job for the benefit of the organization. In current scenario Banks are having major challenges for this employee engagement is most important. In this paper an attempt will be made to understand the concept of employee engagement and to find out the level of engagement in these organizations where the employee engagement is unusual. An organization's capacity to manage employee engagement is closely related to its ability to achieve high performance levels and superior business results. The major research objective is to find out the level of employee engagement and to develop a management competency framework for enhancing employee engagement that can be used to give managers clear guidance on what they need to do, in order to foster high levels of employee engagement in the workplace. Four factual questions to ascertain details of respondent such as sex, education, designation and length of service will be given to 150 employees from Banks of Bangalore City. A survey will be done with the help of globally accepted questionnaire on employee engagement to 150 employees of Banks of Bangalore city regarding their engagement in organization. Close ended questions will be given to respondents from which the respondents had to select the suitable choice (ranging from Strongly Agree to Strongly Disagree).

KEYWORDS: Employee Engagement, Organizations, Banks, Management, Employee Involvement.