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## “A STUDY ON EMPLOYEE ENGAGEMENT AND ITS IMPACT ON EMPLOYEE ATTRITION AMONG TEACHING FRATERNITY IN HIGHER EDUCATION, HYDERABAD”

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### ABSTRACT:

Understanding the Employee engagement and its effect on employee attrition in the teaching fraternity is necessary for betterment of society. The able teacher can enhance education, and the passionate teachers are the foundation for building the nation. If Such teachers are not engaged effectively, their retention in the institutes and along with that quality education also suffers.

Employee retention and commitment issues are the most human resource management challenges of the future. In higher education, employee turnover rate is very high compared to other professions. Institutes who concentrate on talent retention should focus on increasing the level of engagement through making the work environment healthy and secure.

This study will show the relation between Employee engagement and attrition. This research is conducted in a higher educational institution in Hyderabad on teaching fraternity. The descriptive research methodology would be used to gather data from the respondents. Data collection through questionnaires, structured interviews will be conducted to gain knowledge about employee engagement and attrition.

**Keywords:** Attrition, Employee engagement, Employee retention.

### INTRODUCTION:

Various authors in different studies found that employee engagement is produced by the working environment factors (Mc Cashland 1999, Miles 2001 & Harter et al., 2002, Holbeche and Springett, 2003). Most of the factors of the working environment are significantly related with the engagement but the results are slightly different when related to each dimension of engagement separately. Employee engagement plays a major role among academicians and relationships among superiors. Communication system enhances dedication towards work, when employees are disengaged, the attrition rate rises automatically. Identification of best employee engagement activities and practicing them will lead to reduction of employee turnover in institutions and organizations.

Attrition includes voluntary and involuntary departures. If an employee is fired or laid off from organization it is attrition. If employees quit the organization on their own, it is considered as turnover. In this study it is explained from an employee perspective and how people are feeling about employee engagement.

Always Paying attention on engagement is a tough task and is ineluctable, advanced hand engagement translates to lowering development rates. . Organizations can discover and cultivate individuals to find out how the association can work its workers to negotiate. Focus groups and Employee engagement surveys are desired places to start furnishing the operation for assessing the results.

Employees need support for well-being and work life balance. When employees are appreciated and valued, their engagement and commitment to the organization will be strong. The decrease in enthusiasm, lack of initiative, or decline in overall performance, The reduced productivity and quality, Increased absenteeism and presenteeism i.e., physically present but mentally checked out withdraw from team interactions and no initiative, people avoid taking additional responsibilities, and Seeking external opportunities are the effects of lack of engagement.

Organizations that fail to give prominence to employee engagement will risk losing top talent to attrition. Companies can take feedback in real-time and ensure the employees are not moving out of the organization. It can also help to find areas of focus the management needs to work on to improve employee engagement.

Effective employee engagement will have more impact on reducing Attrition. Identifying disengagement of employees early is necessary and should make them feel secure regarding growth and career opportunities. Enhancing engagement on meeting employee emotional and social requirements should be focused.

#### **NEED OF THE STUDY:**

This study will be useful for the institutions who seek to retain good faculties. Institutes who seek talent retention should focus on increasing the level of engagement through making the work environment healthy and secure. Only by Knowing the relation between employee engagement and employee attrition will this be possible. The study will help the institutions to understand how employee engagement focuses on enhancing retention the most.

#### **SCOPE OF THE STUDY:**

This research is limited to higher educational institutions in Hyderabad region

#### **OBJECTIVES OF THE STUDY:**

1. To understand how employee engagement influences employee attrition.
2. To analyze effects of lack of engagement in fraternity in organizations.
3. To find the best motivational factors for reducing faculty turnover.

#### **RESEARCH METHODOLOGY:**

Primary data is collected through a structured questionnaire.

Secondary data is collected through websites, journals and search engines.

Sampling technique: Simple Random Sampling technique.

Sample size: 100

Research design: Descriptive research design.

## REVIEW OF LITERATURE:

The brief review of literature discussed by some authors relevant for present study is given below

(Maslach, Schaufeli, & Leiter, 2001; Saks, 2006; Shuck, Reio, & Rocco, 2011). Report of CLC (2004) also suggested that if the organizations are highly engaged, they have the probability of turnover reduction by 87% which confirms the findings of this study. It was also observed that employee engagement drives employee retention.

C.Balakrishnan, Dr.D.Masthan, Dr.V.Chandra Employee Retention Through Employee Engagement - A Study At An Indian International Airport International Journal of Business and Management Invention ISSN: 2319 – 8028 study was conducted when the airport was reeling under the high employee turnover. The study brought out how employee retention can be improved by improving engagement levels of employees. There was statistical evidence in the study to confirm that employee retention can be improved by addressing non-financial drivers of employee engagement like communication, recognition, manager/supervisor support (relationship), work engagement, teamwork and role clarity. Therefore it has given a very positive message that even without financial expenditure the employee engagement and hence retention can be improved. The result can be applied as a starting point for further studies or can be emulated in similar airports or organizations which really require a cost effective way of retention. Limitation of the study is that it has not gone into details to analyze the impact of each driver separately, instead had a holistic approach. As such the future studies can be conducted in two directions: one to find the impact of non-financial drivers on the employee engagement and retention and the other to include financial drivers of employee engagement and have an elaborate study of the impact of engagement drivers on employee engagement and retention.

Mita Mehta\* , Arti Chandani, Nair Moksha and Chandran Parul9(2016) Trends in Employee Engagement Practices in Global and Indian Companies-A Technique to Curb Attrition. Employee engagement has always been one of the most worrisome issues for most organizations. Training program peddlers and event managers are back in action again carrying out classes in managing retention and engagement. The employee engagement fever has once again become epidemic in the corporate circuits. The most recent has been the news of Google losing a good enough number of people to its rival, i.e., Facebook and others is making people ask themselves that if this could be the fate of Google, where do the other companies stand? Employee engagement and a better talent management and retention strategy may imply the identification of an engaged workforce at all level, for the BPO/ITES sector in India.

Yueng-Hsiang Huang 2023, *15*(3), 2364 , Beyond safety outcomes: An investigation of the impact of safety climate on job satisfaction, employee engagement and turnover using social exchange theory as the theoretical framework, contribute to the safety climate literature in a number of ways. First, the study demonstrates how safety climate perceptions at both the organization and group levels directly and indirectly impact employee outcomes beyond those regarding safety. Second, the present study used social exchange theory as the theoretical framework to understand the relationships between safety climate, job satisfaction, and human resource outcomes (i.e., employee engagement and employee turnover rate). Finally, the study adds to the literature about the safety climate effects on human resource outcomes for lone workers (i.e., truck drivers) in an industry where turnover is quite high. The results of this study will aid researchers, practitioners, and organizations in understanding how other employee outcomes, beyond those regarding safety, can be affected by improving safety climate at both the organization and group levels

## RESEARCH GAP:

1. Employee engagement through making the working environment healthy is not mentioned.
2. Many researchers worked on these relationships but very few have been done in an academic context.
3. The relationship of engagement and employee attrition of academicians should be mentioned.

**HYPOTHESIS:**

H0: There is no impact of employee engagement on employee attrition

H1: There is an impact of employee engagement on employee attrition

Chi-square test (Goodness of fit)

	O	E	O-E	(O-E) <sup>2</sup>
Strongly disagree	8	20	-12	144
Disagree	4	20	-16	256
Neutral	16	20	-4	16
Agree	58	20	38	1444
Strongly agree	14	20	-6	36
Total	100			1896

$$E = 100/5 = 20$$

$$X^2 = \sum (O-E)^2/E$$

$$= 1896/20$$

$$= 94.8$$

$$\text{Degree of freedom} = (n-1) = 5-1 = 4$$

$$\text{Level of Significance } (\alpha) = 5\%$$

$$\text{At } \alpha = 5\% \text{ and } df = 4, x^2 \text{ table value} = 9.488$$

Conclusion: As the calculated value is greater than the table value, reject the null hypothesis and accept alternative hypothesis

Inference: There is an impact of employee engagement on employee attrition.

**FINDINGS:**

1. There is an impact of Employee Engagement and Employee Attrition.
2. Better Engagement activities leads to Attrition reduction.
3. High turnover is the effect of employee disengagement in organizations.

**SUGGESTIONS:**

1. Employers should identify disengagement initially and work to overcome it.
2. Institutions should identify how the supportive environment should be.
3. They should create a better work environment for fruitful results.

**CONCLUSION:**

Age and income level are also related to the engagement level and found employee engagement as an important tool to retain academics. institutes who face the problem of turnover may adopt this strategy to reduce attrition rate. The study is beneficial to the educational institutes as it also provides the ways to develop the engagement level through various environmental factors. The results of the study support the institutes to develop a supportive working environment which enhances engagement among academicians and in turn leads to retention. The present changing scenario of academics calls for attention towards the expectations of the faculties. This study provides a useful tool for academics to retain talent and keep their employees engaged. The results of the study were up to great extent consistent with the results of previous studies. As talent retention is influenced by employee engagement, study also focused on the factors affecting engagement. As a result, research found relationships with colleagues and boss, communication system, quality of work life and appreciation as the important factors in contributing towards engagement level of the faculties. The results also revealed that these environmental factors make significant contributions towards engagement. The working environment and engagement are helpful for talent retention.

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