



# A STUDY ON DISENGAGED EMPLOYEE BEHAVIOR AT KARNATAKA SOAP AND DETERGENT LIMITED MYSORE.

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In this paper the concept of employee disengagement is taken for study. The KSDL of employees of Mysuru branch are considered in the paper. We are going to understand what is the reaction of employees when they go through employee disengagement in the work. The SPSS software is used for data analysis. Hundred convenient samples were taken for the study. Eleven statements related to employee disengagement are analyzed. The results show that three major attributes found more common with disengaged employees.

**Key words:** Disengagement, communication, work environment, Managers. Negative.

Disengaged employees (also called "not-engaged") look at their jobs as trading time for money. They show up for work at the proper time, leave the workplace at the agreed upon time, and do little in between beyond the minimum effort required to complete their job. They exhibit little passion, creativity, typically going through the action of completing their daily duties. Most disengaged employees neither improve nor detract from staff performance, as they tend to do their jobs quietly. They do not often see their job with love. Their employer as a long-term situation, possibly even believing they are in the wrong career or industry.

In the paper employee disengagement in government organization is taken. In government organization employee work with different expectations. So it is very interesting to know when an employee works for single organization how disengagement may happen when employee feels disengaged we shall understand the predominant behavioral feeling he goes through. A brief information regarding KSDL

The government sandalwood oil factory was established by the Maharaja of Mysuru his highness Nalwadi Krishna Raja Wodeyar and Diwan Sir M. Vishveshwaraiah, during the year 1916 at Mysuru, to extract sandalwood oil from sandalwood. The Maharaja of Mysuru was keen to propel Mysuru state on the global map, by introducing "the world's best natural sandalwood oil" and make it as a "fragrance ambassador of India". The first experiment for extraction of sandalwood oil from sandalwood was successfully conducted at Indian Institute of Science, Bengaluru. The high quality sandalwood oil with British pharmacopeia was introduced to the world by the government soap factory, Mysuru

## **LITERATURE REVIEW**

Hongmei Shen et.al 2023 , the author has discussed about the disengagement concept taking 24 in-depth interview of Chinese people. the results reveals that disengagement take place due to person-job misfit , indifferent work attitude, slacker work behavior, and withdrawal from employing.

Arpita Agnihotri et.al 2023. in this paper the author has explained about the moral disengagement. survey with 307 employee the customer who behavior uncivil with employee have more disengagement. Disengagement increase when they meet the uncivil customer. so the manager must train the employee to keep calm and focus on the job.

Bahare Afrahi et.al 2022: It is an review paper were authors have discussed about the concept of work disengagement. Difference between engagement and disengagement. the level of disengagement is explained in the paper.

## **OBJECTIVE OF THE STUDY:**

To understand the behavior of the disengaged employee in the work.

## **SCOPE OF THE STUDY:**

The present study confined to elven statements on employee disengagement statements only.

## **RESEARCH METHODOLOGY**

Descriptive method was used in the paper. The research design used in the paper is descriptive, using the questionnaire method. Descriptive research is accurately and systematically describes the characteristics or behavior of an observed phenomenon or a particular population. Survey research gathers data about people's behavior, attitudes, feelings, and beliefs, through the use of interviews and questionnaires. The survey design, using a standardized questionnaire, is considered the most appropriate research design to collect data about

people and their perceptions, attitudes, and behaviors in a systematic manner, supporting the quantitative method.

## SOURCE OF DATA

Data was collected from both primary and secondary sources. Primary data was collected through structured questionnaire was given to employees of KSDL of employees of Mysuru branch. The secondary data was extracted from different publishers and websites.

## SAMPLE DESIGN

Sampling means choosing a portion of the population. Non Probability sampling technique was used in the paper. Convenient sampling refer to sampling by obtaining people or unit that are conveniently available.

## SAMPLE SIZE

100 employees were choosen for the study like entry level and middle level employees.

## STATISTICAL TOOLS ADOPTED

The mean and standard deviation are used.

Table -1

Descriptive Statistics				
	Statement on Employee Disengagement.	N	Mean	Std. Deviation
1	Exit from the company.	100	1.67	1.398
2	Creating problem at work.	100	1.33	1.028
3	Display lethargy at work.	100	1.83	1.577
4	Make lots of mistakes in the work.	100	1.03	.183
5	Quarrel with managers and co-workers.	100	2.77	1.906
6	Work monotonously, no creativity and involvement in the work.	100	1.30	.794
7	Start speaking negatively about the work.	100	2.07	1.680

8	Feel emotionally drained in the work.	100	4.43	1.223
9	Non – Adherence to shifts timings.	100	1.27	.828
10	Wait for changes in work place.	100	4.20	1.400
11	Decreased loyalty.	100	2.40	1.850
	Valid N (list wise)			

**Source : Primary Data**

The above Table 1 presents 11 statements specifying the employee disengagement behavior, Prominent behaviors were identified by computing the mean. The behaviors having highest mean is found to be predominant. The employees intended behavior during disengagement were as follows:

### Findings

1. Feel emotionally drained in the work. 4.43
2. Wait for changes in work place. 4.20
3. Quarrel with managers and co-workers. 2.77
4. Decreased loyalty. 2.40

### Suggestion

Engaged workers want innovation and creativity in the workplace, and when that atmosphere isn't offered, workers show their unhappiness and continue to be unhappy. While some employees show tolerance and wait for changes, others who are active and destructive may cause issues and leave the organization. In either scenario, fostering a close relationship between the team leader and the members will assist reduce disengagement, as a mentorship regular employee feedback can help to understand their capabilities as well as expectations. Employee disengagement can be significantly reduced by working in a learning atmosphere under the guidance of inspirational leadership.

### Conclusion

Employee disengagement occurs in the workplace when employee expectations and workplace standards are out of sync. Organizational policies and procedures must be developed and put into action in a way that benefits both the employees and business. walk the talk is essential when you are asking for better performance of the employee otherwise disengagement will occur.

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