

A Study on Employee Centric in Organization in Next-Generation Solution Cuddalore

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ABSTRACT

The purpose of this paper is to study the significance of employee-centric strategies at workplace. Factors like Employee Engagement, Employee Empowerment and Employee Enablement at workplaces are analyzed and their outcomes on an organization, its employees and its customers are studied. Employee-centric strategies through higher job satisfaction, improved productivity and efficiency are shown to have positive outcomes. The case study of the Rourkela Steel plant in which employee-centric strategies were adopted is further portrays how employing these strategies have the potential to increase an organization's profitability. It is thus concluded that employee-centric strategies are beneficial to employee, customers and the organization alike because of its focus on people as the greatest resource of the organization.

Keywords: Employee-Centric Strategies, Employee Empowerment, Employee Enablement, Employee Engagement, Organizational Development, Organizational Growth.

1. INTRODUCTION

Employee centric organization prioritize the wellbeing, satisfaction, and development of its employees. It places a strong focus on creating a positive work environment, fostering a culture that values and supports its workforce. This approach recognizes that engaged and fulfilled employees are more likely to contribute the organization success.

An effective performance management System is designed with employees in mind. It considers their aspirations, strength, and areas of improvement, leading to a more engaged and motivated Employee engagement accelerate when employees experience positive relationship with their employer cares about them.

The Employees of the company management upside down and achieving organisational transformation through a series of employee-centric measures. Employee-centricity is a concept that is transformational, and to completely understand and appreciate the true sense of its meaning, a detailed research is required along with a study of its significance to an organization.

Employee engagement, employee empowerment and employee enablement. These strategies function in harmony with one-another and play a major role in promoting an employee-centric culture in an organization that benefits the employee, the organization as well as its customers.

Whether people are working in food service or the corporate world, employee-focused leadership that empowers employees positively impacts the business. Successful leaders listen to employees and

understand what they need. For organizations to be employee-centric, employees must know they can openly provide feedback.

1.1 Objectives

- To identify the key drivers of employee centric organization.
- To identify the drivers of employee centric engagement in the organization.

2. REVIEW OF LITERATURE

As per Ann Fry (2016) being “employee-centric” refers to creating an environment where an organization honours its employees and takes care of them, so they can then take care of the customers.

Solomon Markos et al (2010) in “Employee Engagement: The Key to Improving Performance” focus on the concept of employee engagement and mentions its evolution, its principal drivers and its implications on the performance of the organization. Various strategies for of employee engagement are then mentioned

3. RESEARCH METHODOLOGY

The research challenge can be approached methodically using research methodology. It is a detailed outline of how data will be gathered and analysed for a research endeavour. Research methodology can be thought of as the scientific study of how research is conducted. It might include a wide range of research projects, from straightforward description and examination to the design of complex experiments. A clear objective provided the basis of design of the project. Since the main objective of this study is to study the employee retention factors it was decided to use descriptive research design including, survey and fact-finding enquiries of different kinds, which found out the most suitable design in order to carry out the project.

4. DATA ANALYSIS AND INTERPRETATION

1. CHI SQUARE

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.508 ^a	6	.203
Likelihood Ratio	8.959	6	.176
Linear-by-Linear Association	.195	1	.659
N of Valid Cases	103		

Inference: From the above the table it is inferred that there is a significant relationship between two variables hence null hypothesis is greater than the calculated value therefore alternative hypothesis is rejected.

Correlations			
		@4	@23
@4	Pearson Correlation	1	.217*
	Sig. (2-tailed)		.028
	N	103	103

@23	Pearson Correlation	.217*	1
	Sig. (2-tailed)	.028	
	N	103	103
*. Correlation is significant at the 0.05 level (2-tailed).			

Inference: From the above the table it is inferred that there is a significant relationship between two variables hence null hypothesis is greater than the calculated value therefore alternative hypothesis is rejected

5. FINDING

CHI-SQUARE ANALYSIS

(H0): There is a no association between communication from leader regarding company.

(H1): There is a association between communication from leader regarding company.

RESULT: It is inferred that there is a no significant between communication leader regarding company. Therefore (H0) is rejected.

CORRELATION

(H0): There is no significant between employee centric engagement in the organisation.

(H1): There is a significant between employee centric engagement in the organisation.

6. CONCLUSION.

The fostering an employee centric organisation is pivotal for long term success. By prioritizing the well being, growth, engagement of employees, companies can create appositve work culture that directly influence the productivity and innovations.

7. REFERENCES

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