

Research Article

A Literature-Based Analysis of the Myth and Reality Perceptions Regarding Work Participation in the Education Sector

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A B S T R A C T

Diversity is increasing among staff employees working at diverse institutions of higher education. Organizations are also diverse in nature, since they are made up of work groups from a variety of cultures, geographical locations and religious backgrounds. Organizations are vying with one another for the services of talented individuals. Not only are employers placing more demands on their workers, but employees are doing the same. It is a highly challenging task to successfully manage work force, get people involved in their work and create a sense of belongingness among employees towards the organization so that they would contribute to the accomplishment of organizational goals and objectives. The education sector in India is currently going through a phase of transition in order to meet the challenge of requiring teachers to become more involved in academic and research work so that they can impart knowledge, foster the development of skills and encourage a positive attitude in students at all levels.

Keywords: Service Management, Myth and Reality, Higher Education Institutions, Employee Satisfaction

Introduction

Over a decade ago, Gallup was the company that brought widespread attention to the term of employee engagement. According to their definition, it consists of "those who are involved in enthusiastic about and committed to, their work and workplace." Consistently, employee engagement is portrayed as something offered by the employee who can benefit the organization by commitment and devotion, employing abilities to the maximum extent possible and providing support to the organization's aims and objectives. The education system in India is currently undergoing a period of transition in order to meet the challenge posed by students, which requires teachers to become more involved in academic and research work so that they can impart knowledge, cultivate skills and foster a positive attitude

in students at all levels. Myth in employee engagement Higher compensation increases employee engagement, Hands on Management decreases engagement, incentives are the key to engagement and also Providing greater employee engagement tools, Putting Money Into Employee Motivation and engagement.

Objectives of the Study

The fact that schools of higher education compete with one another like businesses has an impact on the character and perspective of educators. This study provides responses to the following questions in light of the education of an engaged employee at an educational institution:

- What are the myths surrounding work engagement in the education sector and what are the realities

- What are the qualities of workers who are engaged in their work at higher education institutions
- Contributing factors to the level of employee engagement

Methodology

Secondary data, such as those collected in published journals, reports, newspapers and websites, were used to compile the information that was used in this study. The research relies only on secondary data of information. It is mostly descriptive in character. The secondary data are collected by looking at the review of previous researchers as well as other reports.

Results and Discussion

Explode Common Employee Engagement Myths

The education sector in India is currently going through a phase of transition in order to meet the challenge of requiring teachers to become more involved in academic and research work so that they can impart knowledge, foster the development of skills and encourage a positive attitude in students at all levels.

Myth 1: Higher pay Creates Employee Engagement

Employers have, for a considerable amount of time, been under the impression that employee engagement and employee satisfaction are one and the same. On the other hand, a transactional link exists between employer and employee satisfaction. If you pay an employee a fair amount and provide them with appropriate benefits in accordance with the work they do, they will likely experience a sense of satisfaction; nevertheless, this does not always indicate that they are happy or involved in their work.

Myth 2: Hands-on Management Harms Engagement

If you want your employees to feel engaged in their work, one widespread assumption in the employee engagement world is that you must provide them with the autonomy necessary to realize their full potential. Workers of today need room to develop their skills and come up with new ideas; excellent leadership has the potential to be a very effective motivator in the workplace.

Myth 3: Perks are the Key to Engagement

Organisations seem to believe that the best way to get engagement from their employees is to make the workplace as fun and carefree as possible. However while perks might get you more employee happiness, that doesn't necessarily equate to engagement too.

Engaged Employees

Employees that are emotionally dedicated to their company are considered to be engaged. Employees that are engaged in their work enjoy the firm they work for and sincerely

want the best for it. They regard the success as being parallel to their own and linked with it.

Employees that are engaged in their work have an Excellent attitude

They do not complain or shuffle their feet while going about their daily work; instead, they have a positive, can-do attitude. They are content to participate on any and all teams, regardless of whether or not it is related to their primary expertise.

Employees that are engaged in their work go above and beyond

They will go to whatever lengths necessary to see a project through to completion. They are not concerned with the work of time available.

Collaborative behaviors are shown by Engaged Employees

They are excellent members of a team and get along well with people in general. There is no need for a manager to be concerned about the sensitive and precarious dynamics of the team.

Employees that are Engaged in their work are responsible and Trustworthy

You don't need to remind them if they say they will do something since they will really do it. The diligences are woven into the very fabric of how they work. They may be strong prospective candidates for management as well, depending on attributes such as authority mixed with interpersonal abilities, although this is not always the case.

Factors contributing Employee Engagement

- **Fair Pay Structure:** The issue of salary is sensitive, yet it is one that just must be avoided. Explain to your staff how the pay scale at your firm works, as well as the criteria that are considered when determining whether or not an employee should be promoted. Your staff members will have a better understanding of this delicate matter and they will even make more efforts to demonstrate to you that they are deserving of that promotion if you are open and honest with them about it and educate them on the subject
- **Career Development Opportunities:** One of the aspects that contribute to employee engagement in the workplace is the availability of opportunities for professional advancement. When companies consistently invest both time and money in the professional development of their career employees in the workplace, those staff employees will become aware that the firm is also concerned in the progress of their careers
- **Flexible:** The flexibility of employees' work schedules is another aspect that contributes to their level of

engagement in their jobs. Employees are given the option to work outside of the office or outside of the typical office hours in order to work them more flexibility

There is also the option of beginning work at a later time and working through the night to complete it, or vice versa. This option is helpful, particularly for working parents who have to bring their children to school or pick them up from school.

- **Adopt a Learning Culture:** One of the factors that contribute to employee engagement is the creation of a business culture that encourages employees to continue learning new things and acquire new information on a continuous basis
- **Transparency and Honesty:** The practice of gossiping and beating about the bush is disliked by everyone

One of the factors that contributes to employee engagement is having a work atmosphere that is transparent and honest, where employees are able to approach you and have a meaningful conversation about something that has been troubling them for a long. One of the factors to employee engagement, this is an important issue to consider.

- **Autonomy:** Provide your staff employees with the freedom to make their own decisions and then consult with them to determine which course of solution they have chosen
- **Inspiration:** It is not required to be creative in order to be inspired; rather, inspiration only refers to being motivated in one's work
- **Employee Recognition:** Employees who have a positive perception of their personal relationship with management at their place of employment are more likely to be involved in their work. Not only that, but employees would have the impression that they or their work is valued when it is brought to their attention, which stimulates positive employee engagement. Although an employee's commitment to the company is an important component in determining employee engagement, the priority in the education sector is on a student's commitment to both their welfare and the well-being of their students

Conclusion

Higher education institutions and the business sector have quite different definitions of what it means for employees to be engaged in their work. An engaged employee is one who is disciplined, productive and actively involved in their work. It is time to invest more in employee engagement as an essential component of the workplace. Higher education institutions confront special problems when it comes to recruiting, retaining and engaging employees. Approaches that are universally applicable to all situations cannot be

taken with employee engagement. For the purpose of developing an efficient employee engagement plan that will be of use to both employees and students, it is critical to pay close attention to what employees have to say and solicit their opinions and ideas.

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