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A STUDY OF EMPLOYEE ENGAGEMENT PRACTICES

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A STUDY OF EMPLOYEE ENGAGEMENT PRACTICES

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Abstract
Employee retention is one of the main challenges for every organization. One way to retain employees and keep their productivity and morale high is to engage them. Employee Engagement also creates engaged customers and ensures many more benefits to the organizations.
The Employee Engagement practices in engineering industry have been studied by the researcher in this study. The purpose of this research study is to construct a model of Employee Engagement. The model aims at finding out impact of drivers of engagement on employee engagement, the impact of employee engagement drivers on overall development of employees and vice versa. Impact of employees' engagement on employees' intention to quit the organization has also been studied by the researcher.
In this study, each predictor was tested for reliability and validity using SEM, AVE and Cronbach's Alpha scores. The researcher collected information from 318 respondents of engineering organizations in Pune.
Key Words: Employee Engagement, drivers, employee development.

1.1 Introduction
The organizations are constantly realizing the power and importance of Employee Engagement. According to Wellins, Bernthal & Phelps, (2005) employee engagement is like a fuel which enhances the value of intangible assets. The employees that are engaged show higher productivity, better self motivation, self confidence, higher level of customer approval and lower absenteeism as compared to the ones who are not engaged.
This paper is based on a descriptive and exploratory research of Employee Engagement practices followed by engineering industry. This is done through careful drafting of Employee Engagement practices. This study is aimed at finding out the best Employee Engagement practices and their shortcomings, if any, followed by this industry.

1.2 Employee Engagement
Sarah Cook (2008) defines Employee Engagement as what employees think, feel and do while striving to achieve organizational goals for various stakeholders. It is personified by the passion and energy. Employee Engagement refers to level of commitment and degree of involvement exhibited by the employee during his role performance. The concept of Employee Engagement was first conceptualized by Kahn in 1990 as the "harnessing of organizational members to their work roles."

1.3 Benefits of Employee Engagement are as follows:
There is increased productivity and profitability with increase in Employee Engagement (Susan Sorenson,2013 Harter, James, etl.2002)). The engaged employees are more committed towards their organization and exhibit greater effort to help the firm achieve its goals. They create sustainable organization and account for lower turnover and higher productivity (Donna Dickson, 2010). The engaged employees experience high energy levels while performing their job. They give better results and are more loyal to the organization. Engaged employees create engaged customers (Izabela, 2007). Engaged employees are satisfied and pass on the synergy to the customers and society at large.

1.4 Drivers of Employee Engagement:
In recent years, a number of studies have been conducted by consulting firms and researchers on Employee Engagement and these studies have revealed that Employee Engagement practices of an organization are based either on or around some drivers of engagement.
The researcher has drawn a list of most common and **prominent drivers** from previous studies as follows:

Purana (पुराणम्)

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IMPACT OF COVID-19 ON STUDENTS' LEARNING PERSPECTIVE: A QUANTITATIVE STUDY EXPLORING COLLEGE STUDENTS' PERSPECTIVES ON ONLINE LEARNING

Authored By

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IMPACT OF COVID-19 ON STUDENTS' LEARNING PERSPECTIVE: A QUANTITATIVE STUDY EXPLORING COLLEGE STUDENTS' PERSPECTIVES ON ONLINE LEARNING

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Abstract

A huge disruption for schools, colleges is created due to Covid-19 pandemic. The traditional educational practices could not be continued due to social distancing and other government restrictions. Hence, the learning process shifted from offline mode to online mode. The purpose of this paper is to study the impact of COVID-19 on the motivation to learn among students between age group 18 and 24 years. The study evaluates the urge to learn among the students by conducting a survey with quantitative approach. The research provides the survey of various universities students and examines the change in learning pattern among students before and during the pandemic. Through various dimensions considered through this research such as Attention span, Clarity and Understanding of the concepts, Team working and Motivation levels it can be seen that learning online is ineffective and has drastically affected students' performance.

Keywords: Covid-19, Learning Perspective, Motivation, Online Learning, Performance, Learning Outcome, Higher education, Offline learning.

Introduction

Covid-19 is an infectious disease caused by SARS Corona virus 2. The outbreak of COVID-19 and its effects all over the world have resulted in many countries taking steps by implementing travel restrictions, quarantine, isolation and work from home order, etc. This has not only impacted the global economy but also the education sector where students' learning was interrupted. Due to the limitation of movement order by the respective authorities, students were compelled to attend the classes online rather than the normal face-to-face interaction. This method forced the teaching faculty too in changing their original traditional teaching mode to E-learning/ online learning. Online method of learning has adversely affected both, teaching as well as learning process.
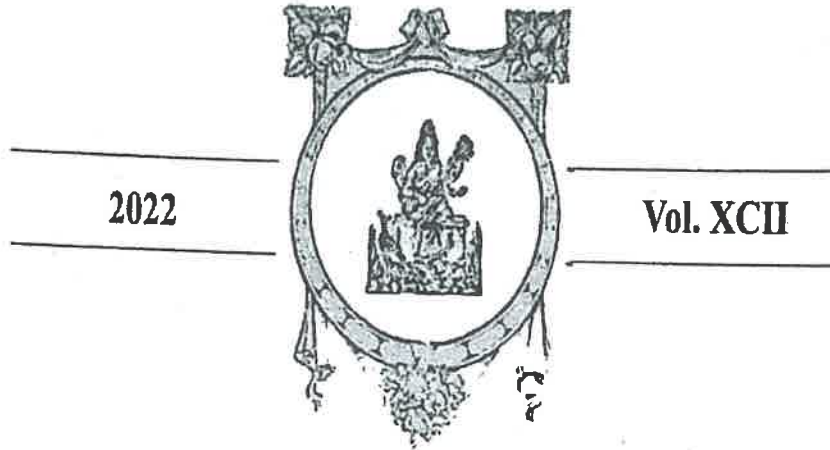
Various studies recommended that e-learning can improve students' involvement and analytical skills. Meanwhile, conventional education is much better as students can communicate face-to-face and personally with their friends and teaching faculty which as a result, improved their interpersonal and communication skills. Traditional learning also helps the students in getting the feedback immediately and improving their learning motivation. Therefore, it is important to know the quality that had a great effect on the learning performance due to the pandemic. This paper also depicted the Learning Motivation and Learning Performance of learners.

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SIGNIFICANCE OF ICT IN EDUCATION

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Asst. Prof, MUCC.

Dr. Kavita Vaswani
Assistant Professor, Department of Commerce, Haribhai V. Desai College, Pune 411002.

Abstract:
Teaching and Learning process has completely revolutionised. The use of information and communication technologies (ICT) has acquired a prominent place in the field of education Online teaching is the need of the day. Traditional classrooms are changed to virtual classrooms, this all is possible only with the use of ICTs in education. The use of ICT teaching styles and learning approaches have completely taken new heights. ICT based teaching and learning are easy, fun and motivational. ICT enables quick access to find information, develop, analyse and present the content, as well as model situations and solve problems. ICTs enable rapid access to ideas and allow students and teachers to collaborate and exchange information on a wide scale. In all levels of education, ICT is made use of to enrich the system of education. The main areas that have been taken into account in this research paper include the benefits, use and opinion of teachers and students when working with ICTs and problems faced during the use of ICTs.
Keywords: Information and Communication Technologies, Teaching, Learning.

Introduction:
ICT is perceived as a pioneer for changes in the traditional education system. Variation in the teaching styles and learning approaches is all possible because of the information and communication technologies (Watson, 2005). Use of ICTs help to access information and ideas across the globe. It helps students to build creative thinking and help teachers to learn, unlearn and relearn. ICT is bringing about changes in the processes of teaching and learning by adding the elements of liveliness to the learning environments. ICT is regarded as a potentially powerful tool for offering educational opportunities (Noor-Ul-Amin, n.d.). In schools, colleges and universities, the administrative staff members too are making use of technologies to carry out various job duties.

ICTs such as videos, television, radio and multimedia computer software that combines text, sound and colourful moving images can be used to make provision of stimulating and reliable content that would encourage the participation of students within the teaching-learning processes. Students can collect and access information very easily and in a short time. They can access e-books, e-journals and other youtube videos and Wikipedia data which improves their learning. Teachers use various PowerPoint presentations, youtube videos to explain the content very easily and this, in turn, creates interest in the students as well.

Objectives of the study
1) To analyse the usage of ICTs by students and teachers
2) To study the students' opinions about ICTs in learning.
3) To analyse the problems faced while use of ICTs learning

Role of ICT in bringing about Changes in Learning
ICTs support the basic teaching and learning

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EFFECTS OF SOCIAL MEDIA ON THE YOUTH

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Dr. Kavita Vaswani
H.V. Desai College of Commerce, Shivajinagar.

Abstract:
Social media refers to all applications and websites that enable people around the globe to connect via the internet, chat, share content, video call among many other functionalities it offers to its users. Social media is gaining subscribers every day, and youth are actively using one or more social media platforms. Growth in technology has sparked an exponential rate of using social media for communication, marketing, and other activities among youth. Some of the common and widely used social media platforms include Facebook, Twitter, WhatsApp, Youtube Instagram and many more. Over the past two decades, social media have gained so much growth and fame worldwide to an extent that many researchers are now interested in learning more about these social platforms and their effects on the community. Researchers have found that social sites impact the lives of our youth in at a great deal in terms of morals, behavior and even education-wise. Social media is a prominent part of youth in the contemporary world, but its use should be regulated to ensure that young people only reap the positive benefits of technology. The use of social media has positive and negative effects on today's youth. This study aims to throw light on the effects of social media on youth.

Introduction:
Social media refers to interaction among people in which they create, share and exchange information and ideas in virtual communities and networks. Social media is a collective term for websites and applications which focus on communication, community-based input, interaction, content-sharing and collaboration. Youth use social media to stay in touch and interact with friends and family. Many businesses use social media as a way to market and promote their products.

Social media is an online platform used by people to build social networks with other people who share similar personal or career interests, activities, backgrounds. Youth are using more social media sites such as Twitter, Instagram, and Facebook, which has made social media a vital aspect of their life. It is becoming clear that social media has become an important part of people's lives.

The word "Social Media" means the collection of applications (Facebook, Twitter, WhatsApp, LinkedIn, or YouTube. Social Media is a collection of applications and websites that link people to share information and create awareness among the people about any event through social networking. From the beginning of the 21st century, social media is in progress. People belonging to different age groups use social media. Social media plays a vital role in life. Information Technology (IT) changed the living standard. These tools provide several ways of interaction and different opportunities worldwide.

The world has become a global village due to social media. Users can connect with other people within seconds, share their ideas and give comments by video conferencing. People of different cultures can also talk on any issue. Social media links people to their culture by showing different documentaries. People also use social media to get information about other countries. Social media influence adolescent's life, it has both positive and negative impacts. Students use social media for learning purpose, for entertainment, and for innovation.

Social media has promoted the development of sedentary lifestyles among young people. Youth spend most of their time chatting with their friends on social media through smartphones and computers, and this has led to a high preference for staying indoors.

Types of Social Media
Here are some examples of popular social media platforms:
- **Facebook** is a popular free social networking website that allows registered users to create profiles, upload photos and video, send messages and keep in touch with friends, family and colleagues.

IMPACT OF ICT IN EDUCATION

MS. DEEPA NATHWANI

ABSTRACT

Traditional methods of teaching are shifting to new methods of teaching. Use of Information and Communication Technology in education support, enhance, and optimise the delivery of information to students. When technology is integrated with education, leaning becomes fun and self motivating.ICTs have become an inseparable part of education. The use of ICT in education lends itself to more student-centered learning situations. The role of ICTs in education is becoming very important as it provides visual and audio ways of understanding the concepts. As it is rightly said that a picture is better understood than works, ICTs implement that in the education.

Extensive use of ICT in education has a favourable impact on students and teachers. With many research studies it is shown that a positive outcome is established with the use of ICTs in education. The outcome exactly depicted that the students who integrate technology and use various methods on ICTs in education has better 'knowledge', presentation skills, innovative capabilities, and become more effective and self confident in presentations and learning. It creates self motivation and creates confidence in students. With the use of ICT in education the process of teaching and understanding has become more easy and learning has become fun. Teachers role has changed to facilitators.
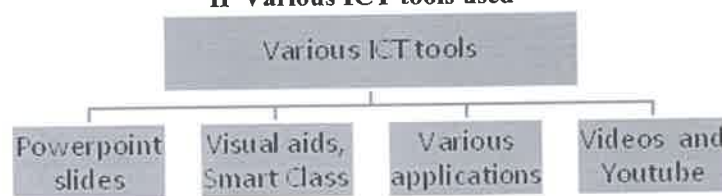
The purpose of this study is to understand the impact of Information Communication Technology (ICT) in teaching and Learning on students, teachers and students perception for ICTs.

I INTRODUCTION -

According to (Unwin, 2004), "basic teaching methods are replaced by new technological ways chalks and boards are replaced by presentations and youtube videos Technology helps in developing the content easily which teachers can use to teach students. With various videos and youtube channels learning is very attractive to students now a days." (Privateer, 1999) also "ICT provides knowledge for learners and adds value to education by enhancing communication."

With the initiation of computers and internet technology in education the formal education has become very simple and easy to understand. The globe is surrounded by internet mechanisms which helps students and teachers to learn and teach more creatively. The escalation of the ICT sector has helped teachers to prepare effectively and use new teaching and learning tools in their teaching profession. Haddad and Draxler , (2005) states "that the different ICTs make some valuable aid to various parts of educational development and effective learning through expanding access, promoting efficiency, improving and enhancing the value and quality of teaching and learning systems."

II Various ICT tools used –

Various ICT tools

| Powerpoint slides | Visual aids, Smart Class | Various applications | Videos and Youtube |

Education systems are enriched using various ICT tools. Its justly stated that an image and a video is self explanatory than sentences. Teaching through visuals is more effective and easily understood by students. It helps the teachers also to explain the concepts very easily. ICT refers to the process of transferring information from a sender to a receiver with the use of computer technology as a medium. "ICTs provides e-leaning content to the learner. It also provides leaning interfaces. Such interactions make the teaching learning process interactive and students become more active and engaged" Wong et al, (2006).

Quality education is the outcome of ICTs based education system, that would improve the efficiency and competiveness for developing a highly skilled human resource base to respond to social and economic challenges.

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✂ CONTENTS OF ENGLISH PART - IV ✍

13. An Analytical Study of Online Learning from Students' Perspective

Dr. Leena Modi

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Abstract

The 21st century is going online. Many learners prefer online learning due to its various benefits like time and place flexibility, repetition of learning by watching the same video, and so on. Covid-19 pandemic has pushed the learners and teachers to go online. Since June 2020, most of the schools and colleges had adopted the online education mode due to the pandemic situation.

The research is undertaken to investigate the benefits and problems faced by the students during online learning. This research paper reports in-depth quantitative findings based upon 257 responses from Arts and Commerce students.

The research reveals a positive perspective of the students regarding online learning. Findings indicate that 82.5% of students have mobile phones and internet facilities, they attended online classes and found it easy and enjoyable. According to the survey, 81.7% of the students agreed on the benefits of online learning and are ready to go online due to the current scenario.

The respondents also have some negative opinions about online learning like online classes are not completed in the same discipline as classroom teaching, technical problems in attending the online class test and uploading the material online, etc.

Keywords: Online Learning, Students, Teaching, Online Quiz, Technical Problem.

Introduction

Online learning means attending different courses online instead of face-to-face education in a physical classroom. It is just one type of "distance learning" that takes place across distance and not in a traditional classroom. In recent years, e-learning is growing faster due to its benefits. Different tools are available for online teaching like Edmodo, ClassDojo, Google classroom, and so on.

The COVID 19 situation, forced schools and colleges to adopt online teaching. Most of the students were compelled to adapt to technology for enabling learning. Due to the transformational change in the learning process from traditional to online learning, students and