

Role of Non-Financial Factors in Enhancing Employee Engagement

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Abstract – In this analysis the forms of benefits (not financial) contributing to the participation of employees in the health sector were examined and established. Non-financial rewards include preparation, fun jobs, happy lunch hours, business cards and advisor.

The research was discussed in numerous parts, such as the significance and definition of non-financial employee engagement, the significance and factors concerning the non-financial staff role, the role of workers in the host sector and the effect on organizational success of employee engagement. This thesis explores the idea of the participation of workers, the existence and the significance within an organization of non-financial participation. Researchers have discussed employee engagement ideas along with their respective forces and hurdles. The chapter concludes with a review of employee commitment and initiatives to enhance employee motivation within organizations.

Key Words: Employee Engagement, Non-Financial Employee, Motivate

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INTRODUCTION

Employee engagement is commonly described as an employee's degree of dedication to the employer and its principles. If an individual is dedicated, he understands that the company's priorities are his obligations and motivates his peers to excel. The employee's optimistic approach to his or her position and belief system otherwise refers to him or her as a supportive emotional commitment to his or her career. Employees with a passion move above their mission and fulfill a part in success. Job participation was first described as "the enhancement of the workplace by organizational participants." He added that "people hire and articulate themselves through position execution in a physical, cognitive and emotional way." Various aspects describe an employee as a dedicated team member. The definition has developed in line with the different positively beneficial activities of an employee. A comprehensive literature analysis explains the participation of workers and evaluates the impact of employee engagement on employee results. This article discusses the major variables. The results obtained and milestones produced at work are primarily employee performance. Success includes the execution of expectations and the accomplishment. [1] Although performance appraisal is the essence of performance management, a person or organization's success relies primarily on all of the organization's strategies, procedures and design features. This integrative view reflects a philosophical approach to the strategic management

of human resources that suggests that cycles of HR operation are required in order to accomplish the corporate goals as compared to single activities. Staff attendance is one of the main reasons that encourage good employee efficiency.

Employee engagement is a valuable strategy to help each business achieve strategic value from others. People are a resource which rivals cannot replicate or mimic and which, if properly handled and engaged, is regarded as the most important commodity. This argument was illustrated in that employee loyalty is the most important aspect in evaluating the success of a business. Definition of contribution to their job for the success of the company. However, it was widely stated that one of many needs to be built in order to have a creative workplace that contributes to success and productivity. The idea of employee dedication, which is also defined as 'the abuse of organizational employees' in their job positions;' hiring and communicating themselves mentally, cognitively and emotionally during jobs, while employee leaders are involved in their work. For an employee to be interested in a good way, three requirements of psychological involvement are necessary: importance (working elements), protection (social components of personnel, procedure and organizational standards) and flexibility (individual distractions). [2]

The Concept of Employee Engagement and its Significance

In spite of its application both of scholarly and human resources professionals, the sense of employee engagement is substantial complexity. Perhaps this is because the idea of employee engagement is actually a comparatively recent term, increasingly applied to by scholarly scholars and academics, and this may clarify the construct's contradictory meanings. As a consequence, a variety of concepts of employee participation originate from human resources literatures, both in reality and in science. The popular notion underpinning much of the current conceptions of engagement is that this is a constructive attitude that represents employee participation, excitement, zeal, concentrated attention, constant contributions and dedication to their work or to an organizational cause.[3]

One of the earliest principles for employee involvement was that of each individual of the organization's "hardening of themselves" to their respective position. Kahn also clarified that people usually articulate themselves and exert themselves while they are concerned in their tasks cognitively, mentally and physically, contributing to increased commitment. In their efforts to include categorical representations of a phrase, conceptualization, corresponding employee participation meanings have effectively introduced different relational constructs. For example, employee engagement is a reflection of the interest of employees and incorporates happiness with their jobs with excitement. In the opposite, the presence of workers is a kind of anti-thesis of employee burnout in comparison strictly to the time-continuum, calculated by the amount of time that an individual spends on a task.[5]

The employees' engagement or de-engagement at work entails three main psychological factors, namely: importance, protection, and availability. The theory is that workers usually perform better if the dominant circumstance gives them greater psychological significance and psychological stability as well as being physically accessible. In other words, how likely workers are to engage or to retreat from the workplace can rely on their perception of how important the arrangement / features / circumstances are, how comfortable they feel in the working / social atmosphere of the company and how willing they are (in compliance with their personal work / life contexts) to participate actively in it.

In conceptualizing employee engagement, a variety of writers in management literature not only highlight the workers' emotions, but also stress the role of the company in the processes of interaction that generate them. Employee loyalty is in this sense "strong, two-way communication between the employee and the organization, which acknowledges the parties' own as well as their different needs and gives assistance to each other to satisfy those

needs." Furthermore, this would make it more possible for workers and companies to achieve common objectives with a view to achieving shared profit. Likewise, employee participation generally refers to "the association between workers and their employer or organization." He also claims that if workers have a relationship with their employer, they are more inclined to take care of the sector with which the worker is interested and to bring extra effort into working with the company.[4]

The 'cause' of employee participation is another significant topic discussed in the literature. Most scholars tend to indicate that dedication derives solely from the response of the individual to internal and external causes. However, some scholars and psychologists are particularly focusing on the essential function of managers in promoting participation, some arguing that employee interest is also fully contingent upon managers' behavior and behaviors. For example, claims that when managers follow the server leadership ideology in their interactions with workers, the workplace climate becomes "extremely engaged." The theory is that developing a strongly dedicated working atmosphere involves the participation of managers themselves and the absence of managers to respond to their efforts. Similarly, the participation of workers appears to rely heavily on variables like the partnership between workers and their employers and their confidence in the organization and in the contribution of employers to the job. Some scholars also contend that employee participation depends primarily on the degree of representation provided to workers and on the extent to which employment is important to workers' interests.[6]

In reality, some definitions of employee engagement suggest that the word refers to elements which surpass an employee's expectations. In other terms, the actual commitment involved in the job that can only have emanated from zeal and excitement – not actually from the expectation that it may earn remuneration – is not literally what a person does for what is (and contributes to) him or her. This principle is quickly defined as the sum of free commitment workers have in the practice of their employment. The term 'discretionary effort' reflects a novel means of measuring the idea of employee commitment, as it implies that the self-will is necessary to see how hard people are able to function and how motivated to go extra mile to obtain such outcomes. The word "discretionary effort" The value of employee participation may be measured according to this theory. A highly motivated employee is expected to regularly perform above standards. In addition, an organization's ability to efficiently handle employee engagement is directly tied to its potential to produce competitive efficiency and operational outcomes. Further explains some of the advantages of recruiting workers as follows: higher workforce productivity, enhanced revenue

prospects, strengthened faith in the enterprise, and alignment of employees with corporate strategy and targeting; the advancement of market development.[7]

Non-Financial factors that motivate employees

Non-financial factors, which may be of benefit for companies struggling with expenditure restrictions, contribute to employee engagement and loyalty around the globe. Jobs believe that the most significant non-financial considerations to be handled with consideration are job / life balance, style of employment, employee quality and leadership ability. Simple compensation rates best among financial considerations. Benefits and bonus compensation can be essential for some facets of the job contract, such as recruiting, maintaining and motivating workers, but workers are not valuable when it comes to their everyday morale and work participation.

Analysis has shown that many persons are inspired by numerous non-financial causes. HR teams have the responsibility of creating a strategy and structure to allow effective use of them to inspire their employees. The relative value of non-financial incentives will differ dramatically in the employees' demographic such that what appeals the non-financial incentive is presented to which employees' categories.[8]

The following are also motivators for your company. They can also be seen to some extent as processes which reduce job dissatisfaction:

Job Enlargement

This includes extending the role of an individual who has more jobs of the same sort as they do. Instead of only half of it, they will be required to carry out the entire job, such as the design and distribution of the goods. This method effectively reduces frustration by removing duplication from assignments and encouraging them to complete the whole project and thus expand their obligation.

Job Rotation

This ensures that workers will regularly alter the essence of their jobs. For eg, one week, market the week after and returning to your original sales job the next week, you may grant employee administration duties. And this loop continues on. The object is, once again, to please the employee with reduced boredom and also to attain higher skills. Cross-training and reviews and enhancements are helping the company owner.[9]

Job Enrichment

Similar to the expansion of the employment, you may improve the role of a worker by broadening his or her

duties so that his or her work is more productive. For eg, instead of simply delivering the goods, they are responsible for purchasing supplies and arranging for distribution. This not only improves their abilities, it also raises their obligations.

The business creates most inspired and dedicated workers and achieves greater outcomes. Planning and executing effective plans to uphold the behavioral values of the staff will lend the HR department a healthier start and happy employees to the organization. The positive news is that without the company's huge commitments, anything is feasible.

Financial and Non-Financial Reward Systems

Comparative quality of organizational and strategic incentives in terms of incentive and engagement of employees. Although some view claim that cash incentives are stronger than monetary compensation, some suggest that well-designed non-financial benefits empower workers more efficiently than money incentives. Regardless of the form of incentive system an individual prefers, there are three universal approaches to arrange incentive programmes: open-ended reward schemes, tighter reward schemes, and stagnation systems. The open-ended incentive schemes encourage workers to receive a reward for this accomplishment by meeting particular targets. This sort of award system gives every employee a single target, which clarifies each employee's work expectations and performance metrics. Conversely, closed incentive plans enable a defined amount of workers with some overall success requirements to apply for benefits. The plateau recognition scheme gives workers incentives at varying stages of success. This incentive system is helpful for inspiring workers to find it possible to reach an aim as they are approaching the next rise in incentives. They can also be strongly associated with corporate objectives to allow incentive programmes to accomplish the required goals. For example, a business that mostly follows a policy of product differentiation may find it more beneficial to improve its competitive strategies and encourage competition in order to create new goods or services. On the other side, an organization which uses a cost reduction strategy may opt for incentives for ideas that reduce or remove costs, along with awards from its workers that inspire a permanent emphasis on cost reduction.

Financial incentives typically include factors such as profit-sharing, planned promotions, job promotions and equity awards, which usually encourage successful results and facilitate improved outcomes for workers. When talking about the relative advantages and disadvantages of money as a method of rewards, it is necessary to differentiate between the inherent need for money for workers to provide themselves and their

families with luxury, protection and money simply as an opportunity to praise and inspire employees for successful achievement. In this case, the usage of money as a financial aid is basically focused on reinforcing philosophy, which illustrates the connection between a certain activity (e.g. working performance) and the effects of that actions (e.g. monetary reward).[10]

Non-financial prizes are, on the other hand, motivating workers to do well and display a greater contribution to their employment and to their company. Their goal is to encourage friendly working atmosphere, employee amenities and cordials, flexible working schedule, training and professional growth opportunities, etc. Recognition has undoubtedly gained the most coverage in scholarly research from various types of non-financial incentives. Non-financial reward applies to a "non-monetary incentive granted in appreciation of employee success or accomplishment, e.g. client care actions or peers assistance, without being contingent on a preset goal." Managers should remember workers without utilizing cash compensation in different forms. Any of the approaches involved saying genuine thank you, regular written gratitude and praise, public acknowledgement to a well-deserved employee at staff events, exclusive meals or newsletters and unique reward initiatives like 'month or year job awards.' Indeed, the very act of honoring staff for their successful work, as well as the respect and self-worth created by recognized workers, is a central aspect of non-financial acknowledgement. In comparison, non-financial incentives such as appreciation programmes are generally more commemorative than simple cash prizes, which may easily be subsumed by workers.

The utility of non-financial incentives was strongly stressed and contrasting opinions have been articulated by various scholars. Non-financial appreciation can be extremely motivational, as it can create confidence, trust and positive emotions.

NON-FINANCIAL INCENTIVES FOR EMPLOYEES

Any employee definitely appreciates more income, but income neither buys satisfaction nor buys dedication and engagement. Non-financial rewards empower and motivate workers in respects capital cannot achieve.[8]

Non-financial compensation are the sorts of perks not mentioned in an employee's wage. They normally cost the organization little to no money, but also weigh considerably. These benefits are especially useful for employees who are satisfied with their pay or who have been in place for a long time.

When businesses begin to slash executive salaries, non-financial benefits are more relevant than ever for workers.

Relationships Matter

Far too many employees felt neglected and unrecognized by the organizations they operate with every day. Dismissal, demanding working hours, increasingly rising expectations, incompetent managers and powerless workers add to the disengagement of employees. The employee-employer partnership is at the core of the matter. To do their utmost, staff must be encouraged, respected and valued. Non-financial rewards help firms adapt to these partnership needs.

Employee loyalty and happiness are in several respects like a marriage. All partners have strong expectations, positive ambitions and best interests in the partnership. Over time, the partnership breaks down when both partners are not appreciative and happy for one another and the union falls apart.[9]

The same phenomenon refers to interactions between workers and employers. If they fall, it has a huge detrimental effect on the morals of the employee. The structure will also influence profitability if the issue is system-wide. It is now time for businesses to realise that they can use all kinds of non-financial rewards to preserve their talents and to develop critical ties with employees.

Rethinking Non-financial Incentives

Non-financial rewards were listed as more effective motivational than financial incentives in a 2009 McKinsey & Company report. The three most notable financial incentives were monetary compensation depending on results, raises in regular salary and equity or equity options. The top three non-financial rewards were commendations and encouragement from the immediate boss, leaders' recognition and heading mission or task forces.

Love by the supervisor was the most famous trigger for the study.

Leaders' interest was the second most famous.

Stock or stock options are the least common.

The non-financial rewards were all three more common than the financial reward.

The study reveals that the two highest rewards are focused on recognition and approval. These two components, namely the employee-employer, are central to all ties. Non-financial rewards for workers should be based on recognition and affirmation.

CONCLUSION

The recognition of non-financial incentives for the engagement and work satisfaction of employees who directly influence the performance of the company. We examined the meaning and function of different incentives for employee loyalty, happiness and efficiency. In addition to the value of financial incentives, such as compensation, health benefits, promotions and life insurance, workers receive other non-financial rewards, such as acknowledgment of employment, decision-making and gratitude. In order to increase the employee productivity and boost the satisfaction level, the effect of non-financial incentives is important. For managers at the high levels of each company, employee satisfaction dependency on the non-financial incentives is highly critical of deciding on recruiting and promotional practices. It also allows us to examine the main factors that inspire workers further. The research helps the company, identifying the main fields in which it is missing and increasing marginally the commitment of workers to the organization.

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