A STUDY ON DISENGAGED EMPLOYEE BEHAVIOR AT MYSORE PAINTS AND VARNISH LTD.

Dr .Swathi.S[1*]

[1*]Assistant Professor Yuvaraja College University of Mysore. Mysore.

*Corresponding Author: Dr .Swathi.S
*Assistant Professor Yuvaraja College University of Mysore. Mysore.

In this paper employee disengagement is discussed. As an employee of any company he has lots of emotion and feels towards the job. One among such feeling is employee disengagement. All employees feel it some try to express in words and some employees express in action. It becomes very much essential for employer to know about the employee what they are going through. employee in work with different people ,task ,project target with different expectation. All employees have different way of working style and methods. When they work with team they expectation various from one team to another team. When they work individually their expectation and performance will be of different kind. The employee expectation from the team, manager and company keeps changing according to the situation for understanding emotional feelings of the employees. The Mysore Paints And Varnish Ltd employees of Mysuru branch is taken for the study. In this paper what is the reaction of employees when they go through employee disengagement is described. The SPSS software is used for data analysis. Two Hundred convenient samples were taken for the study. Eleven statements were taken for analysis. Results reveals that four major statements were found in employees when they go through employee disengagement.

Key words: Disengagement, leader, work environment, Managers and Employees.

The disengaged worker withdrawal is the direct opposite of commitment. Separated representatives frequently feel disengaged from their work and the association's objectives. They need energy and inspiration, just making a halfhearted effort to take care of business without certified interest or responsibility. Though drew in representatives are proactive, imaginative, and sincerely put resources into their work, withdrew workers are frequently receptive, apathetic, and show little interest in group coordinated effort or hierarchical achievement.

An absence of acknowledgment or reward can speed up worker withdrawal. At the point when representatives feel overlooked or underestimated, the shortfall of uplifting feedback can sabotage the meaning of their commitments. Thusly, they might put less sincerely and mentally in their assignments, bringing about diminished efficiency and possible separation.

Likewise, inadequate administration and authority assume huge parts in withdrawal. Workers don't leave organizations, they leave directors. Ineffectual administration styles, like micromanagement or an absence of help, can quickly decrease a representative's energy and confidence in the association, delivering them more defenseless to work withdrawal.

One more vital component is the misalignment with organization values or objectives. Representatives need a feeling of direction in their work to keep up with commitment. At the point when there is a distinction between their qualities and the organization's main goal, quick withdrawal can happen as representatives battle to see the pertinence of their work to the more extensive hierarchical targets.

The disengaged employees association with their manager, leaders in the company and colleagues have very less association . they have very less faith with working them .Disengagement is a situation which starts with small amount of dissatisfaction which has happened in the work place due to many reasons like disagreement , lots of expectation , no support given to employee in work, being ignored , you opinion are not considered, domination, discrimination , misunderstand about the employees working around , ill treatment on employees in the work place happens in the job slowly employee try to work more on the mechanical basis. The more mechanical employee becomes he slowly detached from the work and the productivity and effectiveness of employee keep on decreasing in the work. It happens to all the employee who are encountering the disengagement in the life. The government, private job or any job that they are involved in. It spread like cancer dieses in body of employee. Noticing the early stages of disengagement is very essential for the company or organization in which they are working will always will be helpful. When we look at the employees all of them have different feelings towards the job they are doing. But identifying the real feeling of employees is a major challenge to the organization. Most of the time in private sector the employee has the opportunity to change the job if they feel disengaged. But in the government sector most of the time the job they are associated is for long time and life time. In this condition employee has very less option to change the job that they associated with especially the organization.so at that point of time employee slowly tries to become more eliminating the job

responsibility, which affects the productivity and quality of work they do. They become inactive, very less productive, no creativity and innovation in the job is found. Which is very harmful the organization for which they are working. Most of the time in private organization the employees are kept in clean observation and are expected to perform to the given targets in the company. But when we talk about the government organization target is very less found in the job. so the initiative taken by the government organization to measure employee dis engagement is very less. this is where lacuna is found to understand the feeling of the employees in government organization is taken. the observation and the initiatives to understand the feeling of employees are given very less priority in the organization. when the organization takes up the information regarding employee performance, organization output, profit and loss account every year. But less importance is given to employee emotional feeling. It becomes essential to understand employees from fresher to the company to the employee who will be super annulated very fastly. keeping this information as a base the employee of Mysore paints and varnish Ltd. were considered for the study . Mysore paints and varnish Ltd is one of the oldest company in Mysore. Being the oldest company they will have the problem of employee disengagement. so to understand about the feel of the employee. Mysore paints and varnish Ltd focused. A brief company information is always a essential to know about the system, working environment and the employee associated with company for a long time as well as short time.

For studying the disengaged employee behavior the Mysore paints and varnish Ltd was taken. A brief information regarding the company. The Mysore paints and varnish Ltd was established in the year 1937 by king of Mysore Nalwadi krishnaraja wodeyar. The ink is prominently manufactured which is used or know as voter's ink. MPVL indelible ink has demonstrated over 4.5 billion citizens both in India and over the world. The primary client for the permanent ink is election commission of India and a portion of the far off nations like Nepal, Cambodia, Turkey, South Africa, Nigeria and so forth.

LITERATURE REVIEW

Shilpa Ray.(2013), suggests that organizations must take the initiative to develop employee engagement. Leaders must be clear in communication and town hall activities must be encouraged. Public forums to connect people, company postal newsletters, and social media and CSR activities will enhance employee engagement, which leads to the success of an organization. The town hall program, community development centers, child care facilities, merit student awards, 'Kalasangam' where music dance and dharma are encouraged, positive psychological and emotional support, employee effectiveness like mentoring and coaching, and supervisor support are important. Disengaged employees must feel they are important only then engagement is possible.

Larry Myler. (2013), in his article points out why 70 % of employees are disengaged in their work. The two factors which he focuses on are hard work and money from the employer. If the employees are given monetary and non-monetary rewards then they will perform well in the job which in turn leads to productivity. If both the employer and employee's agendas are fulfilled, then workplace disengagement can be reduced.

Jacob Morgan. (2015), highlighted the story of his disengagement in this way: "After graduating from college with honors and a dual BA in business management and economics from UC Santa Cruz, I ended up working at a technology company in downtown LA. She was still living at home with her parents, but she was very excited to land in her first job. During the interview she was told that she will be going to business development meetings, traveling, meeting influential people and helping to grow the company. Sounded amazing she was even willing to forego the 1.5 hour commute each way to and from work. After months of working there she was stuck doing data entry, power point presentations and cold-calling. She was officially disengaged. This is a story and experience that most employees around the world face. Our companies have become disengagement factories. This account of the author's own experience represents disengagement in the young and/or fresh employee.

Hussein Nabil Ismail et.al (2019), In this paper is to explore the relationship between employee engagement and job performance in the country of Lebanon, and to test whether creativity mediates the relationship between engagement and performance. The research sample consisted of 186 respondents working in Lebanese firms. The questionnaire included established measures relating to employee engagement, job performance and creativity – in addition to various demographic questions. Stepwise multiple regression and bootstrapping methods were employed in the analysis of the data. The findings showed a significant positive effect of employee engagement on job performance. However, mediation analysis using bootstrapping methods has shown that creativity has fully mediated the relationship between engagement and performance.

Mitika Nangia et.al (2020), the author has taken the volatile, uncertain complex and ambiguous (VUCA) scale. Which was introduced by U.S people in 1980. They have used both primary and secondary data to explain about employee engagement and talent management in IT industry. Providing up skilling platforms, taking Employee life cycle virtual, virtual leader support programs will lead to employee engagement.

Meenakshi Kaushiket.alia(2020), the author opines that employee connection special social gathering became problem. The physical and vocal relationship and friendship were lost during lockdown time. It is conceptual paper were author has used secondary data to discuss the positive and negative impacts of employee relationship and engagement.

PROBLEM STATEMENT
Very less studies on employee disengagement in government Sector Company is taken for study. The Mysore paints and varnish Ltd is a company seventy plus year company. But we can see that lacuna found in understanding the feelings of disengaged employee.

OBJECTIVE OF THE STUDY
➢ To identify the disengaged employee statements used in work.
➢ To understand the concept of employee disengagement.
➢ To give some suggestion.

RESEARCH METHODS
The need of the study was to identify employee disengagement, quantify the connection between variables. Both qualitative and quantitative method was used in the paper.

RESEARCH DESIGN
The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population.

SAMPLE DESIGN
Non parametric, convenient sampling was used for the paper.

SOURCE OF DATA
Data was collected from both primary and secondary sources. Primary data was collected through structured questionnaire was given to employees of Mysore paints and varnish Ltd Mysuru branch. The secondary data was extracted from different journals, publishers and websites.

SAMPLING UNIT
Mysore paints and varnish limited in Mysore was the sampling units used in this paper.

SAMPLE SIZE
Two Hundred   employees of Mysore paints and varnish limited in Mysore were choosen from all the levels of department.

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.	200	2.63	1.597
2	Creating problem at work.	200	1.85	1.167
3	Display lethargy at work.	200	1.93	1.207
4	Make lots of mistakes in the work.	200	2.00	1.177
5	Quarrel with managers and co-workers.	200	1.26	.526
6	Work monotonously, no creativity and involvement in the work.	200	2.26	1.403
7	Start speaking negatively about the work.	200	1.19	.483
8	Feel emotionally drained in the work.	200	1.93	1.141
9	Non – Adherence to shifts timings.	200	1.44	.892

10	Wait for changes in work place.	200	2.44	1.695
11	Decreased loyalty.	200	1.96	1.372
	Valid N (list wise)	200		

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. Exit from the company. 2.63
2. Wait for changes in work place. 2.44
3. Work monotonously, no creativity and involvement in the work. 2.26
4. Make lots of mistakes in the work. 2.00

Suggestion
➢ Employees feel to look for new opportunity. Due to contract (temporary based) job. The decision to exit from the company is more found in contract based employee. When contract based employee feel disengaged they try to find the new job to avoid disengagement.
➢ Most of the time employee who are not happy with manager. Wait for the manager to promotion or transfer.so that their disengagement level will be reduced .It is very much essential that promotion or transfer of employee must happen in the organization so that employee feels change in working style. Which helps better work performance.
➢ Employees feel less involvement due to disengagement. To reduce disengagement providing the employee to be involved with new projects, giving them responsibility which they like to share is very much essential to reduce the disengagement.
➢ Most of the time when employee feel disengaged. He tries to take revenge by intentionally making mistakes. To avoid that if employee is treated with respect and care disengagement can be reduced.

Conclusion
Disengagement happens to employee in the work. At point of   time top management must be able to identify the employee behavior in most of the time. The manager,Boss are not able to see and understand what is happening in and around them. It becomes very difficult for both of them to understand employees and the employer Behavior patterns. Every day you have different challenges which are been put on them at that point of time managing the disengagement becomes a major issues. So always employers,managers and top level employees must treat all the employees with compassion so that some amount of disengagement can be reduced.

Reference:
1.   Bahare Afrahi [a], John Blenkinsopp [b], Juan Carlos Fernandez de Arroyabe [c], Mohammed Shamsul Karim   2022, Work disengagement: A review of the literature, Human Resource Management Review, Volume 32, Issue 2, June 2022,
2.   https://www.sciencedirect.com/science/article/abs/pii/S1053482221000012
3.   Shen, H., & Ren, C. (2023). Reconceptualizing employee disengagement as both attitudinal and behavioral: Narratives from China. Public Relations Review, 49(2), 102318.
4.   Agnihotri, A., Bhattacharya, S., & Gupta, S. (2023). Do morally disengaged employees withdraw from customer-oriented citizenship behavior in response to customers' uncivil behavior?. Journal of Business Research, 165, 114027.
5.   Kahn William A., (1990).Psychological Conditions of Personal Engagement and
6.   Disengagement at Work. Academy of Management Journal 1990, Vol 33, No. 4, pp.692-724.
7.   Khan, F., Bashir, A., Sufyan, M., & Naz, A. (2024). Mediating Effect of Disengagement on Workload and Organizational Commitment amongAcademicians. Remittances Review, 9(1), 417-432.
8.   Verma, V., & Shalender, K. (2024). A triad ensemble learning framework for forecasting disengagement behaviour among employees using machine learning (ML) algorithms. International Journal of Information Technology, 1-7.
9.   Meade, M., & Caudill, M. (2024). Unraveling Job Disengagement: Exploring Causes and Solutions.
10.   Jeske, D., & Lippke, S. (2022). Predictors of employees' self-reported future learning ability and disengagement at work. Journal of Workplace Learning, 34(3), 277-294.
11.   https://educate360.com/blog/employee-disengagement-in-the-workplace/
12.   https://www.qooper.io/blog/understanding-and-addressing-employee-disengagement
13.   https://www.linkedin.com/pulse/understanding-roots-employee-disengagement-manufacturing-focus-75daf
14. Hussein Nabil Ismail, Adnan Iqbal, Lina Nasr,(2019) "Employee engagement and job

performance in Lebanon: the mediating role of creativity", International Journal of Productivity and Performance Management, https://doi.org/10.1108/IJPPM-02-2018-0052

15. Mitikanangia, dr. Farhatmohsin (2020), revisiting talent management practices in a pandemic driven vuca environment – a qualitative investigation in the Indian it Industry, journal of critical reviews, vol 7, issue 7, 2020. Issn-2394-5125.

16. Meenakshi kaushik&nehaguleria (2020), employee relations and engagement during covid-19

17. Dr.swathi.S 2020 Factors Influencing Employee Engagement in Postal Department of Mysore, Indian Journal of Training and Development. Volume 50, No. 4 October - December, 2020.ISSN : 0971-5592

18. Dr.swathi.S 2020,Employee Engagement During covid -19 lockdown time, National Institute of Personnel Management, vol 7 | issue 2, sept 2020. Issn (print) : 2347-8039

19. Jacob morgan (may 2015). The Disengagement Factory Forbes magazine. Retrieved from
20. http://www.forbes.com/sites/jacobmorgan/2015/05/11/the-disengagement-factory/
21. Shilpa Ray P. (2013). Employee engagement tool for success of an organization. International Journal of Social Science and Inter Disciplinary Vol, 2(5).
22. Larry myler (september 2013) Why Are 70% Of Employees Disengaged, And What Can You Do About It? Forbes entrepreneurs. .Retrieved from http://www.forbes.com/sites/larrymyler/2013/09/02/why-are-70-of-employees-disengaged-and-what-can-you-do-about-it/
23. Yseult Freeney and Joan Tiernan.(2006).Employee engagement an overview of the literature in the proposed antithesis to burnout, The Irish Journal of Psychology,27(3) pp.130-
24. Jacobus pienaar, sharron A willemse. (2008).Burnout engagement coping and Health of service Employee in Hospitality Industry. Tourism Management 29, pp 1053-1063.