

An Analysis on Work life Engagement Indicators in VIT University

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Abstract- This exploratory study examined the overall level of engagement for employees of a VIT UNIVERSITY, and to which demographic and work life variables such as gender, office location, job title, and years of service contributed to their levels of engagement. Engagement was examined as job demand, job indicators and job resources. We utilized a questionnaire survey method to survey 28 employees of a VIT UNIVERSITY (business school) Analysis was conducted using descriptive statistics. Results indicate differences in engagement scores for males and females, for individuals working in VIT UNIVERSITY.

1. INTRODUCTION

The study examine the work life engagement of the VIT UNIVERSITY B-School and the job demand indicators, job engagement indicators, job resources indicators of work life engagement The paper says about the opportunities of promotion, salary, job involvement and skills and ability.

Job Demand:

Job demands are all physical, psychological, social or organizational aspects of a job that require continuous physical and/or psychological (i.e., cognitive or emotional) effort. A job demand may lead to positive as well as negative outcomes depending on the demand itself as well as on the individual's ability to cope with it. Positive responses may be motivation, stimulation or job-satisfaction while negative responses can be depression, anxiety or burnout. Job demands have been identified as one of the most common sources of work-related stress.

Job Engagement:

Employee engagement is a property of the relationship between an organization and its employees. An "engaged employee" is defined as one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization's reputation and interests.

2. STATEMENT OF PROBLEM

The changing economic conditions and social demands have changed the nature of work throughout world. Originally, work was a matter of necessity and survival, survey in job demand and job engagement and job resources in VIT University.

Research Questions

Does the job demand indicators, job engagement indicators, job resources indicators influence the teaching faculty in the work place?

Objective of the Study

- To study the importance of job demand, job resource, engagement indicators of work life engagement in VIT B-school.
- To study the relationship between job engagement with job demand and job resource, job engagement indicators.
- To study the variation of job demand, job resources due to demographic various.

Hypothesis

Influence of work life engagement job indicators:

- H1: There is no differences between level of agreement of gender and job demand , job engagement, job resources indicators
- H2: There is no differences between level of agreement of age and job demand, job engagement, job resources indicators
- H3: There is no differences between level of agreement of qualification and job demand, job engagement, job resources indicators
- H4: There is no differences between level of agreement of family type and job demand, job engagement, job resources indicators
- H5: There is no differences between level of agreement of marital status and job demand, job engagement, job resources indicators

H6: There is no differences between level of agreement of designation and job demand, job engagement, job resources indicators

H7: There is no difference between the job demand indicators and job demand, job engagement, job resources indicators

H8: H8: There is no difference between the job engagement indicators and job resources indicators

H9: H9: There is no difference between the job resources indicators and job demand indicators

Scope of the Study

The study helps us to understand the relation between job demand indicators, job engagement, job resources indicators and work life engagement. And it influence of work life engagement on employees.

Literature Review

According to Work engagement is the positive personal and organizational outcome of callings at work, defined as a positive work-related state of fulfillment that is characterized by vigor, dedication, and absorption (Hirschi, 2000). When looking at an employee's level of work engagement, there are a few main things to consider. These considerations include job resources (i.e. autonomy, performance feedback, supervisory coaching, social support, and work tools) and personal resources (resilience, self-efficacy, and optimism). We recognize that not all work environments and employees are the same. In this paper, we discuss a number of recovery strategies and interventions that can be used to combat low work engagement. It is important for both the employee and employer to consider these factors because employees that have energy, dedication, and feel absorbed in their work tend to have good mental health and increased resources over time.

According to work engagement explored Five key areas: What does 'employee engagement' mean?; How can engagement be managed?; What are the consequences of engagement for organizations?; How does engagement relate to other individual characteristics?; How is engagement related to employee voice and representation? Robertson-Smith and Marwick throw light on what engagement is and reveals that it is an important yet complex challenge, and there remains a great deal of scope for discussing

the various approaches. Simpson discussed that the current state of knowledge about engagement at work through a review of the literature. This review highlighted the four lines of engagement research and focuses on the determinants and consequences of engagement at work. Susi & Jawaharrani examined some of the literature on Employee engagement, explore work-place culture & work-life balance policies & practices followed in industries in order to promote employee engagement in their organizations to increase their employees' productivity and retain them. Work-life balance is key driver of employees' satisfaction.

According to work engagement the importance of employee communication on the success of a business. She revealed that an organization should realize the importance of employees, more than any other variable, as the most powerful contributor to an organization's competitive position. Bijaya KumarSundaray focused on various factors which lead to employee engagement and what should company do to make the employees engaged. Proper attention on engagement strategies will increase the organizational effectiveness in terms of higher productivity, profits, quality, customer satisfaction, employee retention and increased adaptability.

According to work engagement investigated the antecedents and consequences of employee engagement in Jordanian Industry. Bhatla focused on the need for such employees and how their presence can improve the progress and work efficiency of the organization as a whole .Also focused on the challenges faced by the HR managers to improve employee engagement for an organization's survival.

According to work explored implications for theory, further research and practices by synthesizing modern 'Employee Engagement' activities being practiced by the corporate with the review of findings from previous surveys. Singh & Shukla tried to find out what variables are significant to create an engaged workforce. The study was exploratory in nature and the data has been collected from a tin manufacturing organization.

3. RESEARCH METHODOLOGY

Research Design:

The research design applied in this study is descriptive research.

Descriptive study used in the research because we consider various problems that influence the workers in VIT University B- School. The job demand, engagement and resources indicators influence the work life engagement.

3.2 Data Collection

The information which required was collected from primary sources. The primary data was collected from the teaching faculties of VIT university B-School done through questionnaire which was collected through forms.

The questionnaire was prepared with job demand indicators, job engagement indicators and job resources indicators of work life engagement, by using Likert type scale namely (5- Strongly agree , 4- Agree, 3-Neutral ,2 –Disagree , 1-Strongly Disagree), the questionnaire issued to 28 people in the B-school.

Sampling method

The sampling method adopted in this study is convenience sampling because it is cheap, and are available easily.

Sample size

The sizes of sample are 28 respondents.

3.4 Statistical Tools

The statistical tool is used in the study is chi-square, SPSS used to find the results. We had taken the chi-square used to identify the association between job demand, job engagement resources and demographic variants.

4. ANALYSIS AND INTERPRETATION

4.1 Analysis of the Responses

TABLE 4.1

GENDER			
		No of respondents	Percentage
	Female	13	46.4%
	Male	15	53.6%
	Total	28	100.0

Out of 28 respondents 13(46.4%) are female and 15 (53.6%) are male.

TABLE: 4.2 AGE

Age			
		No of respondents	Percentage
	35-45	10	35.7%

	45-55	7	25.0%
	55-65	6	21.4%
	25-35	5	17.9%
	Total	28	100.0

Out of 28 respondent age between 35-45 (35.7 %) 45-55 (25.0%) 55-65 (21.4%) 25-35 (17.9%)

TABLE 4.3 Qualification			
		No of respondent	Percentage
	Ph.d.	19	67.9%
	M.Phil.	1	3.6%
	P.G.	8	28.6%
	Total	28	100.0

Out of 28 respondents phd(67.9%) m.phil(3.6%) P.G (28.6)

TABLE4.4: FAMILY TYPE

Family Type			
		No of Respondent	Percentage
	Nuclear Family	21	75.0%
	Joint Family	7	25.0%
	Total	28	100.0

Out of 28 respondents 75% are nuclear family 25 % are joint family

TABLE 4.5: MARITAL STATUS

Marital status			
		No of respondent	Percentage
	Married	26	92.9%
	Unmarried	1	3.6%
	Divorce	1	3.6%
	Total	28	100.0

Out of 28 respondents 92.9 % are married and 3.6% and 3.6% are unmarried and divorce.

Table 4.6: Designation

Designation			
		No of respondent	Percentage
	Associate Professor	14	50.0%
	Assistant Professor	5	17.9%
	Senior Professor	5	17.9%
	Senior Assistant Professor	3	10.7%
	Junior Assistant Professor	1	3.6%
	Total	28	100.0

Out of 28respondents associate professor are 50% and are asst and professor are holding 50%.

Descriptive statistics

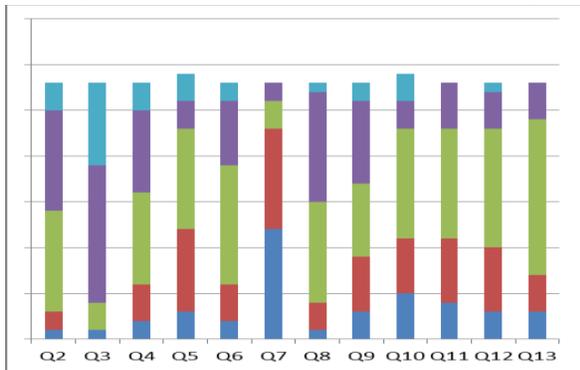
Analysis of level of agreement of frequency of job demand indicators, job engagement indicators, job resources indicators and work life engagement descriptive statistics

N	Minimum	Maximum	Mean	Std. Deviation
Job demand indicators				

28	1.0	5.0	3.464	.9222
28	1.0	5.0	4.107	.8751
28	1.0	5.0	3.250	1.0758
28	1.0	5.0	2.714	1.0491
28	1.0	5.0	3.107	.9940
28	1.0	4.0	1.821	.9049
28	1.0	5.0	3.321	.8630
28	1.0	5.0	3.036	1.1380
28	1.0	5.0	2.679	1.1239
28	1.0	4.0	2.643	.9512
28	1.0	5.0	2.750	.9670
28	1.0	4.0	2.786	.8325

28	3.0	5.0	4.393	.6289
28	3.0	5.0	4.321	.7228
28	3.0	5.0	4.393	.6853
28	3.0	5.0	4.607	.6289
28	3.0	5.0	4.536	.6372
28	1.0	5.0	4.250	1.0046
28	3.0	5.0	4.250	.7005
28	3.0	5.0	4.429	.6901
28	3.0	5.0	4.357	.6215
28	3.0	5.0	4.107	.7373
28	3.0	5.0	4.429	.6341
28	3.0	5.0	4.321	.7228

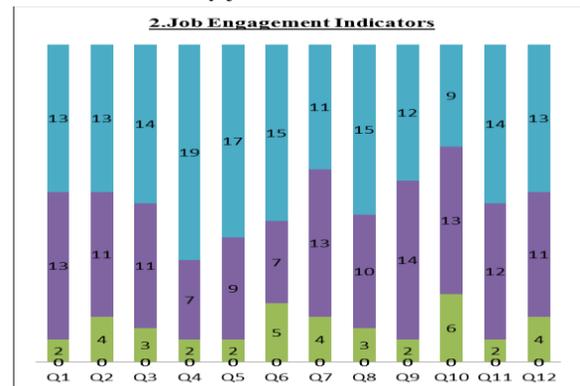
1. The respondents are neutral with work is emotionally demanding
2. The respondents are satisfied with work requires much attention and concentration
3. The respondents are neutral with work is physically demanding
4. The respondents are neutral with trouble balancing work and private life
5. The respondents are neutral with work very fast
6. The respondents are dissatisfied with too little work to do
7. The respondents are neutral with changes that are implemented in my company
8. The respondents are neutral with carrying out my work properly because of unnecessary rules
9. The respondents are neutral with exposed to bullying the past 12 Months
10. The respondents are neutral with do get incompatible requests
11. The respondents are neutral with face the personal conflicts within my team
12. The respondents are neutral with pace of change is generally Too Low Just Fine High Too High



N	Minimum	Maximum	Mean	Std. Deviation
Job engagement indicators				

Inference

1. The respondents are satisfied with enthusiastic in my job
2. The respondents are satisfied with feel energetic at my job
3. The respondents are satisfied with interested in my job
4. The respondents are strongly satisfied with proud of my job
5. The respondents are strongly satisfied with feel positive about my job
6. The respondents are satisfied with excited about my job
7. The respondents are satisfied with my mind is focused on my job
8. The respondents are satisfied with pay a lot of attention to my job
9. The respondents are satisfied with focus a great deal of attention on my job
10. The respondents are satisfied with absorbed by my job
11. The respondents are satisfied with concentrate on my job
12. The respondents are satisfied with devote a lot of attention to my job

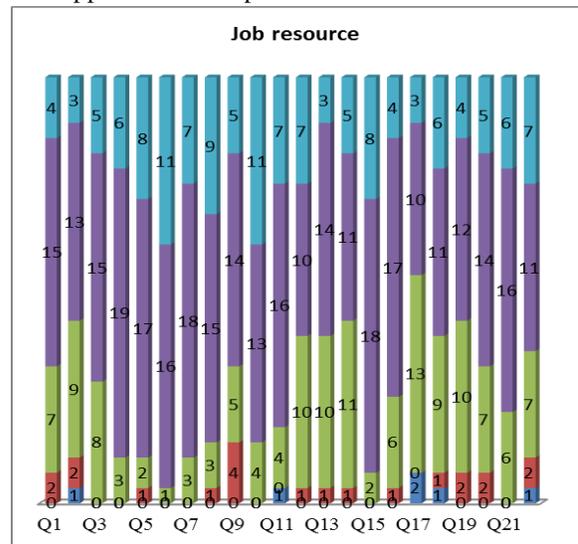


N	Minimum	Maximum	Mean	Std. Deviation
Job resources				
28	2.0	5.0	3.750	.7993
28	1.0	5.0	3.536	.9222
28	3.0	5.0	3.893	.6853
28	3.0	5.0	4.107	.5669
28	+2.0	5.0	4.143	.7052
28	3.0	5.0	4.357	.5587
28	3.0	5.0	4.143	.5909
28	2.0	5.0	4.143	.7559
28	2.0	5.0	3.929	.8576
28	3.0	5.0	4.250	.7005
28	1.0	5.0	4.000	.8607
28	2.0	5.0	3.821	.8630
28	2.0	5.0	3.679	.7228
28	2.0	5.0	3.714	.8100
28	3.0	5.0	4.214	.5681
28	2.0	5.0	3.857	.7052
28	1.0	5.0	3.429	.9595
28	1.0	5.0	3.714	.9759
28	2.0	5.0	3.714	.8545
28	2.0	5.0	3.786	.8325
28	3.0	5.0	4.000	.6667
28	1.0	5.0	3.750	1.0408

Inference

1. The respondents are satisfied with used to count on my colleagues for their help and support, when needed
2. The respondents are satisfied with feel my work is recognized and appreciated by my supervisor
3. The respondents are satisfied with feel at ease in my team
4. The respondents are satisfied with cooperate effectively in my team
5. The respondents are satisfied with sufficiently clear what I need to do in my job
6. The respondents are satisfied with can deliver the quality of work that is expected by others
7. The respondents are satisfied with feel appreciated by the people I work for (customers, citizens, patients, students)
8. The respondents are satisfied with can choose the way how to execute my work
9. The respondents are satisfied with current job fits well with what I can
10. The respondents are satisfied with perform many different tasks
11. The respondents are satisfied with participate in decision making about work-related issues

12. The respondents are satisfied with sufficient opportunities at work to use my skills and abilities
13. The respondents are satisfied with all the tools (tools, equipment, instruments, software) needed to do my job properly
14. The respondents are satisfied with sufficiently informed about the developments within my organization
15. The respondents are satisfied with work contributes to the objectives (results) of my organization
16. The respondents are satisfied with trust the way my organization is managed
17. The respondents are neutral with opinion, the rules and procedures at work are applied in a correct and fair manner
18. The respondents are satisfied with get sufficiently paid for the work that I do
19. The respondents are satisfied with personal values are in line with those of the organization I work for
20. The respondents are satisfied with get feedback from others (colleagues, customers) on how I do my job
21. The respondents are satisfied with work I always learn new things
22. The respondents are satisfied with job provides opportunities for promotion.



Analysis of relationship between job demand indicators, job engagement indicators, job resources indicators using ANOVA

Gender

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Job demand Indicators	Between Groups	.250	1	.250	1.711	.202
	Within Groups	3.793	26	.146		
	Total	4.042	27			
Job Engagement	Between Groups	.017	1	.017	.046	.831
	Within Groups	9.446	26	.363		
	Total	9.463	27			
Job Resources	Between Groups	.740	1	.740	3.771	.063
	Within Groups	5.099	26	.196		
	Total	5.839	27			

Inference

Level of significance: 5% (0.05)

Sig. value is greater than 0.05 so we accept the null hypothesis.

The Job demand indicators, Job does not vary across the gender.

All the Significance value is greater than 0.05 so that accept the null hypothesis. There is no relationship between level of agreement of gender on various factor

Illustrates about the level of agreement of gender on various factor. The level of significance for job demand indicators is .202, job engagement indicators is .831, job resources .063.

Hence the null hypothesis is accepted for job demand indicators and is concluded that there is no relationship between levels of agreement of gender on job demand indicators. , job engagement indicators and job resources indicators

The alternative hypothesis is accepted for job demand indicators. and is concluded that there is a relationship between levels of agreement of gender on job demand indicators.

The alternative hypothesis is accepted for job engagement indicators. and is concluded that there is a relationship between levels of agreement gender on job engagement indicator.

The alternative hypothesis is accepted for job resources indicators. and is concluded that there is a relationship between levels of agreement gender on job resources indicator

Age

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Job demand Indicators	Between Groups	.133	2	.067	.425	.658
	Within Groups	3.909	25	.156		
	Total	4.042	27			
Job Engagement	Between Groups	.157	2	.078	.211	.812
	Within Groups	9.306	25	.372		
	Total	9.463	27			

		Sum of Squares	df	Mean Square	F	Sig.
Job demand Indicators	Between Groups	.579	3	.193	1.337	.286
	Within Groups	3.463	24	.144		
	Total	4.042	27			
Job Engagement	Between Groups	.518	3	.173	.463	.710
	Within Groups	8.945	24	.373		
	Total	9.463	27			
Job Resources	Between Groups	1.287	3	.429	2.262	.107
	Within Groups	4.552	24	.190		
	Total	5.839	27			

Inference

All the Significance value is greater than 0.05 so that accept the null hypothesis. There is no relationship between level of agreement of age on various factor Illustrates about the level of agreement of age on various factor. The level of significance for job demand indicators is .286 job engagement indicators is .710, job resources indicators is .107.

Hence the null hypothesis is accepted for job demand indicators and is concluded that there is no relationship between levels of agreement of age on job demand indicators. , job engagement indicators and job resources indicators

The alternative hypothesis is accepted for job demand indicators. and is concluded that there is a relationship between levels of agreement of age on job demand indicators.

The alternative hypothesis is accepted for job engagement indicators. and is concluded that there is a relationship between levels of agreement age on job engagement indicator.

The alternative hypothesis is accepted for job resources indicators. and is concluded that there is a relationship between levels of agreement age on job resources indicator

Qualification

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Job demand Indicators	Between Groups	.133	2	.067	.425	.658
	Within Groups	3.909	25	.156		
	Total	4.042	27			
Job Engagement	Between Groups	.157	2	.078	.211	.812
	Within Groups	9.306	25	.372		
	Total	9.463	27			

Job Resources	Between Groups	.011	2	.005	.023	.977
	Within Groups	5.828	25	.233		
	Total	5.839	27			

All the Significance value is greater than 0.05 so that accept the null hypothesis. There is no relationship between level of agreement of qualification on various factor

Illustrates about the level of agreement of qualification on various factor. The level of significance for job demand indicators is .658, job engagement indicators is .812, job resources indicators is .977.

Hence the null hypothesis is accepted for job demand indicators and is concluded that there is no relationship between levels of agreement of qualification on job demand indicators. job engagement indicators and job resources indicators

The alternative hypothesis is accepted for job demand indicators. and is concluded that there is a relationship between levels of agreement of qualification on job demand indicators.

The alternative hypothesis is accepted for job engagement indicators. And is concluded that there is a relationship between levels of agreement qualification on job engagement indicator.

The alternative hypothesis is accepted for job resources indicators. and is concluded that there is a relationship between levels of agreement qualification on job resources indicator

Family

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Job demand Indicators	Between Groups	.060	1	.060	.393	.536
	Within Groups	3.982	26	.153		
	Total	4.042	27			
Job Engagement	Between Groups	.441	1	.441	1.270	.270
	Within Groups	9.022	26	.347		
	Total	9.463	27			
Job Resources	Between Groups	.468	1	.468	2.268	.144
	Within Groups	5.370	26	.207		
	Total	5.839	27			

All the Significance value is greater than 0.05 so that accept the null hypothesis. There is no relationship

between level of agreement of family status on various factor

Illustrates about the level of agreement of family status on various factor. The level of significance for job demand indicators is .536, job engagement indicators is .270, job resources indicators is .144

Hence the null hypothesis is accepted for job demand indicators and is concluded that there is no relationship between levels of agreement of family status on job demand indicators. , job engagement indicators and job resources indicators

The alternative hypothesis is accepted for job demand indicators. and is concluded that there is a relationship between levels of agreement of family status on job demand indicators.

The alternative hypothesis is accepted for job engagement indicators. and is concluded that there is a relationship between levels of agreement family status on job engagement indicator.

The alternative hypothesis is accepted for job resources indicators. and is concluded that there is a relationship between levels of agreement family status on job resources indicator.

Marital Status

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Job demand Indicators	Between Groups	.820	2	.410	3.180	.059
	Within Groups	3.222	25	.129		
	Total	4.042	27			
Job Engagement	Between Groups	.426	2	.213	.589	.563
	Within Groups	9.037	25	.361		
	Total	9.463	27			
Job Resources	Between Groups	.173	2	.086	.382	.687
	Within Groups	5.666	25	.227		
	Total	5.839	27			

Inference

All the Significance value is greater than 0.05 so that accept the null hypothesis. There is no relationship between levels of agreement of marital status on various factors

Illustrates about the level of agreement of marital on various factor. The level of significance for job demand indicators is .059, job engagement indicators is .563, job resources indicators is .687.

Hence the null hypothesis is accepted for job demand indicators and is concluded that there is no relationship between levels of agreement of marital status on job demand indicators. , job engagement indicators and job resources indicators

The alternative hypothesis is accepted for job demand indicators. and is concluded that there is a relationship between levels of agreement of marital status on job demand indicators.

The alternative hypothesis is accepted for job engagement indicators. and is concluded that there is a relationship between levels of agreement marital status on job engagement indicator.

The alternative hypothesis is accepted for job resources indicators. And is concluded that there is a relationship between levels of agreement marital status on job resources indicator

Designation

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Job demand Indicators	Between Groups	.215	4	.054	.324	.859
	Within Groups	3.827	23	.166		
	Total	4.042	27			
Job Engagement	Between Groups	.713	4	.178	.469	.758
	Within Groups	8.750	23	.380		
	Total	9.463	27			
Job Resources	Between Groups	.117	4	.029	.118	.975
	Within Groups	5.721	23	.249		
	Total	5.839	27			

Inference

All the Significance value is greater than 0.05 so that accept the null hypothesis. There is no relationship between level of agreement of designation on various factor

Illustrates about the level of agreement of designation on various factor. The level of significance for job demand indicators is .859, job engagement indicators is .758, job resources indicators is .975.

Hence the null hypothesis is accepted for job demand indicators and is concluded that there is no relationship between levels of agreement of designation on job demand indicators. , job engagement indicators and job resources indicators

The alternative hypothesis is accepted for job demand indicators. And is concluded that there is a relationship between levels of agreement of designation on job demand indicators.

The alternative hypothesis is accepted for job engagement indicators. and is concluded that there is a relationship between levels of agreement designation on job engagement indicator.

The alternative hypothesis is accepted for job resources indicators. and is concluded that there is a relationship between levels of agreement designation on job resources indicator

Correlation:

H0: There is no relationship between job demand indicators, job engagement indicators and job resources indicators.

H1: There is a relationship between job demand indicators, job engagement indicators and job resources indicators.

		Job demand Indicators	Job Engagement	Job Resources
Job demand Indicators	Pearson Correlation	1	.194	-.252
	Sig. (2-tailed)		.323	.195
	N	28	28	28
Job Engagement	Pearson Correlation	.194	1	.381*
	Sig. (2-tailed)	.323		.045
	N	28	28	28
Job Resources	Pearson Correlation	-.252	.381*	1
	Sig. (2-tailed)	.195	.045	
	N	28	28	28

Illustrate about the relationship between job demand indicators, job engagement indicators and job resources indicators. . The correlation between job engagement and job resources is .381 which is weakly positively correlated. Hence the alternative hypothesis is accepted and is concluded that there is a relationship between job demand indicators, job engagement indicators and job resources indicators

5: FINDINGS AND CONCLUSION

5.1 Findings

- It is found that the gender, age, qualification, family type, marital status, designation is not related to the level of agreement of all the job

demand indicators, job engagement indicators and job resources indicators.

- It is evident from correlation that the job demands indicators, job engagement indicators and job resources indicators which positively correlated.

5.2 CONCLUSION

This study began with the question of what are the work life engagement influence the job demand indicators, job engagement indicators and job resources indicators. This help to know the helpful to improve the work life engagement. Work life engagement identified the major facts of job indicators in VIT UNIVERSITY B-school. The employees are mostly satisfied with B-School procedures but they are not feel happy with superiors and colleges when we conversation.

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