



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

The Reasons Motivating Students Engagement In Mysore

Dr .Swathi.S

Yuvaraja College

University of Mysore.

Mysuru.

The paper focus on student's engagement. Employee engagement is the level of enthusiasm, responsibility, and energy they bring to their jobs. To understand how students can be motivated to learning is the main agenda of the study. When they are young, students face a lot of distractions, making it difficult for them to comprehend why they should study. The primary and secondary data is used in preparing the paper. Google forms are used to collect data. 55 convenient samples are used in the paper. MBA student from Mysore are taken, to understand what drives students to learn. Percentage analysis is used to analyze the data. Good friends, Daily learning , extra curricular activities, Positive environment, effective teaching, PPT and interactive method are factors that encourage students to keep engaged learning.

key words: Good friends, Student engagement, Extra curricular activities, Positive environment and effective teaching,

The level of enthusiasm, responsibility, and deep commitment that employees have toward their work, their employer, and its characteristics is known as employee engagement. It's a proportion of how persuaded and associated representatives feel to their jobs and the organization. High worker commitment is frequently connected to higher efficiency, better work fulfillment further developed degrees of consistency and by and large authoritative achievement.

The Significance of Representative Commitment couldn't possibly be more significant, as it straightforwardly influences an association's general exhibition, efficiency, and long haul achievement. Drawn in representatives are more spurred, committed, and associated with their work and the organization's objectives, which prompts various advantages both for the association and the actual representatives. Connected with representatives are more focused to go about their best responsibilities. They take responsibility for jobs and obligations and are bound to blow away in conveying great outcomes. Concentrates consistently demonstrate that increased representative commitment results in increased efficiency. Employees who are drawn in are enthusiastic, proactive, and engaged, assisting the organization in achieving its goals more quickly and effectively. High representative commitment relates with higher consistency standards. At the point when representatives feel esteemed, upheld, and associated with the association's central goal, they are bound to remain with the organization as long as possible. Conversely, withdrew representatives are bound to look for work somewhere else, prompting higher turnover rates, which can be expensive regarding enlistment, onboarding, and lost efficiency.

Drawn in representatives are bound to be client centered and offer better support. They care about their work, the organization, and its standing, which converts into a more sure client experience. Happier and more engaged employees result in happier customers, who are more likely to return, recommend the company, and commit to the brand. There is an immediate connection between representative commitment and monetary execution. Employees who are drawn in will typically be more innovative, productive, and skilled, all of which contribute to an organization's primary concern. Organizations with elevated degrees of commitment commonly outflank those with low levels in key measurements like productivity, income development, and generally execution. Representative commitment is intently attached to the turn of events and upkeep of a solid, positive organization culture. Connected with representatives add to the general climate of the working environment by encouraging coordinated effort, trust, regard, and shared values. A solid organization culture draws in top ability and advances a workplace where representatives feel upheld, esteemed, and associated with a typical reason.

Attracted workers for the most part from the past who had higher levels of job satisfaction and prosperity. At the point when representatives feel that their commitments matter and that they are important for something significant, they are bound to feel satisfied and cheerful in their work. This decreases pressure and burnout, adding to better psychological well-being and in general representative fulfillment.

LITERATURE REVIEW

Johnston et al. (2024), the author in this paper discusses about recent changes in the UK's Corporate Governance Code 2018, which encourages companies to engage with their workforce in various ways, and the dramatic rise in institutional investors' public commitments to environmental, social and governance matters (ESG), which policymakers expect to inform engagement activities under the UK's Stewardship Code 2020.

Harsha Perera et al. (2024), It is an empirical paper where the author has discussed about blending of Artificial Intelligence becomes integral to business operations, integrating Responsible (RAI) within Environmental, Social, and Governance. He had discussed with 28 industry leaders. The results indicate that strong link between RAI and ESG practices.

Solehudin, S. et al. (2024), in this empirical paper 251 samples were taken for the study. The about the revolution 4.0. if the personal resources and job resources are matched then there will be better employee engagement.

Salmah et al. (2024), in recent time gig economy has become more preferred job among the young employees. All employees in the organization like to work in gig economy. So what are the factors influencing employee engagement in gig economy was the major objective. The result reveals that *flexibility, organizational support, and work-life balance, were identified as important determinants*

M. Saqib Nawaz et al. (2024), In this paper, the association of attrition is discussed with absenteeism. What are the parameters which influence attrition. If they are having long absenteeism it will lead to attrition. To avoid attrition employee engagement must be given more importance.

Swathi.S (2014), It is an empirical paper where the author discusses about what are the factors motivating Research scholar engagement. Factors are feedback financial support, work resources, communication, organizational growth and work life balance.

PROBLEM STATEMENT

Students have a lot of distractions while learning. Knowing what are the some of the reasons which influence students to keep engaged in learning is the need of the hour.

OBJECTIVE OF THE STUDY

- To understand about employee engagement.
- To know about reasons keeping students engaged.

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 MBA students form Mysore. The secondary data was extracted from different Journals, publishers and websites.

SAMPLE SIZE

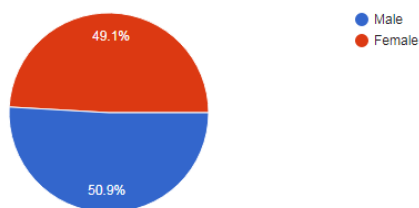
Fifty five MBA students form Mysore were choosen for the paper.

STATISTICAL TOOLS ADOPTED

The percentage Analysis.

Table 1

2. Gender
55 responses

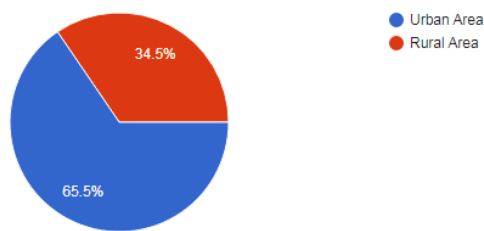


The above Table 1 show that among 55 respondents, 50% are male and 49% are female students

It can be observed that most of the students are male.

Table 2

3.Location
55 responses

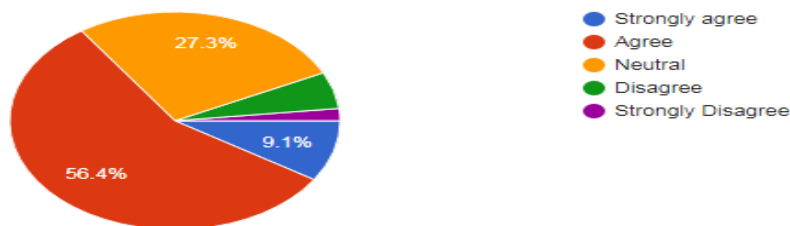


The above Table 2 show that among 55 respondents, 65% are Urban Area and 34% are Rural Area.

It can be observed that most of the students are from urban area.

Table 3

4. Do you like learning every day
55 responses

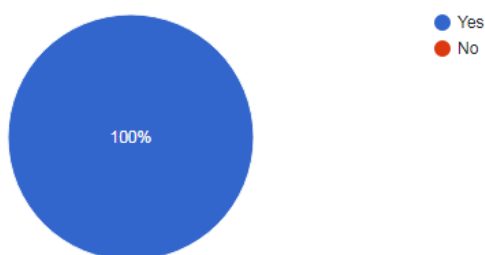


The above Table 3 shows that among 55 respondents, 9.1 % students strongly agree, 56.4% agree,16.8% Neutral, 27.3%, disagree and strongly disagree .

It can be observed the Mysore students are very much interested in learning.

Table 4

6.Do you think good friend helps you to keep engaged in learning
55 responses



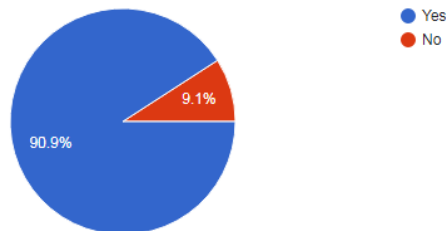
The above Table 4 shows that among 55 respondents, 100 % students say yes.

It can be observed the Mysore students tell good friend help you keep engaged in learning.

Table 5

7. Does effective Teaching keeps students engaged in studies

55 responses



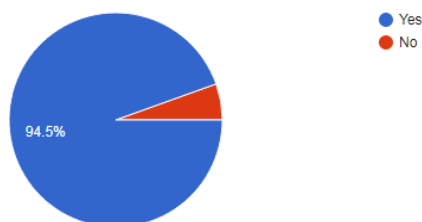
The above Table 5 shows that among 55 respondents, 90.9 % students say yes and 9.1% say No

It can be observed the Mysore students tell teaching keeps students engaged in studies.

Table 6

8. Do you think extracurricular activities helps students engaged in class

55 responses



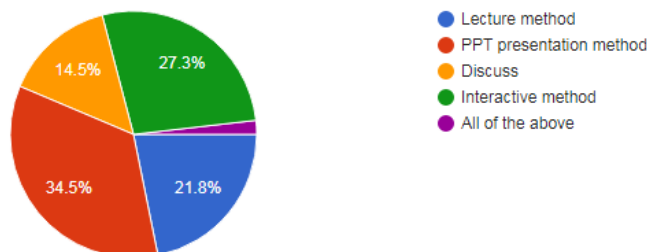
The above Table 6 shows that among 55 respondents, 94.5 % students say yes and 5.5 % say No

It can be observed the Mysore students consider extracurricular activities keeps students engaged in class.

Table 7

9. Which method of teaching is having more impact

55 responses



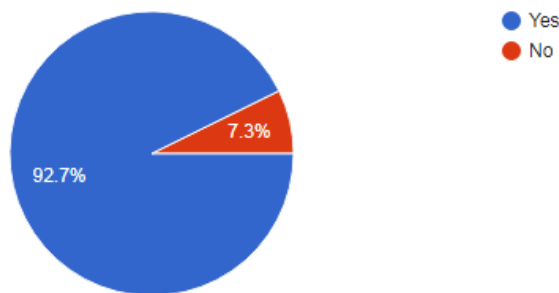
The above Table 7 shows that among 55 respondents, 21.8% students like Lecture, 34.5 % students PPT Presentation, 27.3% students like interactive method and 14.5% students like discussion method of teaching.

It can be observed the Mysore students are interested in PPT Presentation and interactive method of teaching.

Table 8

10. Do you think college environment play a major role in student engagement towards studies.

55 responses



The above Table 8 shows that among 55 respondents, 92.7% students say yes and 7.3 % say No

It can be observed the Mysore students agree that College environment play major role in learning. So always positive environment keeps students engaged in learning.

CONCLUSION

Students are interested in learning, group studies, extracurricular activities, a positive environment, effective teaching, the PPT and interactive method, and good friends in college help them keep learning. The extracurricular activities in college make students happy and more active, which helps them keep learning. Group studies and supportive environment make students engage in learning. Effective teaching keep them engaged in learning.

Reference:

- (1) Swathi.S (2013), A study on factors motivating student engagement, Research Journal's Journal of Human Resource, Vol. 2 | No. 1, ISSN 2347-825X
- (2) Solehudin, S., & Syabanasyah, I. (2024). Pengaruh Employee Engagement, Teamwork Terhadap Motivasi Dan Kinerja Perawat. *EKOMA: Jurnal Ekonomi, Manajemen, Akuntansi*, 3(5), 268-278.
- (3) Salmah, E., Astuti, E., & Harsono, I. (2024). Employee Engagement in the Gig Economy. *Management Studies and Business Journal (PRODUCTIVITY)*, 1(1), 116-122.
- (4) Ologbo C. Andrewa, SaudahSofian, Individual Factors and Work Outcomes of Employee Engagement, *Procedia - Social and Behavioral Sciences*
- (5) 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
- (6) 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
- (7) Gazi, M. S., Nasiruddin, M., Dutta, S., Sikder, R., Huda, C. B., & Islam, M. Z. (2024). Employee Attrition Prediction in the USA: A Machine Learning Approach for HR Analytics and Talent Retention Strategies. *Journal of Business and Management Studies*, 6(3), 47-59.
- Campos-García, I., Alonso-Muñoz, S., González-Sánchez, R., & Medina-Salgado, M. S. (2024). Human resource management and sustainability: Bridging the 2030 agenda. *Corporate Social Responsibility and Environmental Management*, 31(3), 2033-2053.
- (8) https://www.google.com/search?gs_ssp=eJzj4tZP1zc0MjRLKyiqVGA0YHRg8OJMzE4szihLzMsEAGoiCAE&q=akashvani&oq=akashwani&aqs=chrome.1.69i57j46i10i199i465i512j46i512j46i10i175i199i512i654j0i512j46i10i175i199i512j46i512j0i512i2.8595j0j15&sourceid=chrome&ie=UTF-8
- (9) <https://onlineradiofm.in/karnataka/mysore/air-mysuru>
- (10)<https://www.quantumworkplace.com/future-of-work/what-is-employee-engagement-definition>
- (11)<https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx>
- (12) <http://psychology.about.com/od/mindex/g/motivation-definition>.
- (13) <http://psychology.about.com/od/mindex/g/motivation-definition>.
- (14) <http://www.businessdictionary.com/definition/motivation>.