

A STUDY ON ORGANIZATIONAL EFFECTIVENESS WITH THE IMPACT OF EMPLOYEES PASSION AT WORKPLACE

C. Arun*, G. Agalya G.** & Manoja***

Abstract:

Organization effectiveness is the process or how the objectives of an organization achieved. For these objectives, achievement employees play a crucial role, because employees are the backbone of the organization. This study is about a review of organization effectiveness with the impact of Employee' passion. Employee passion is the perception or psychological state of an employee's mind towards his work or organization. Employee can be engaged with his work only when he has a positive impact and satisfaction towards his job or organization. Employee satisfaction will pave a way for their involvement in the work that will indirectly increase the productivity and organization effectiveness. When an employee has positive morale and satisfaction towards his job, he will have a good relationship with his co-workers, superiors, and subordinates. When an organization has good cohesion then its objectives will be achieved efficiently and effectively.

Keywords : Organization Effectiveness, Employee passion, Employee satisfaction, and cohesion

**Department of Management Studies, Manakula Vinayagar Institute of Technology, Pondicherry, Email : arunc.harish@gmail.com*

***Department of Management Studies, Manakula Vinayagar Institute of Technology, Pondicherry, Email : agalya.gss@gmail.com*

****Assistant Professor, Department of Management Studies, Manakula Vinayagar Institute of Technology Pondicherry Email : manojamba@ymail.com*

Introduction

Organization effectiveness is a productivity or group of objective achievement in a certain period. The achievement of the objectives will be depending upon the engagement or passion of the personnel working in the organization. An employee who is fully satisfied with his job and organization will yield more productivity for the organization. Not only will the satisfaction of the employee, but his self-involvement, learning, and understanding of their job description also motivate him to work effectively. For this effectiveness, the organization should efficiently engage the employee.

Objectives of the Study

- To familiarize the impact of satisfaction and involvement of employees on organization effectiveness
- To insight the employee passion and engagement with the furtherance of the organization effectiveness
- To identify the impact of cohesion of employees with organization effectiveness

Review of Literature

Organization effectiveness is the process of the outcome of the organization or achievement of the objectives as on time or plan. For the achievement of the target, employees should themselves engage with their description, or the organization should motivate or guide to employee engagement. Since the workers are the key individual for an association or organization. Without their support or their involvement goals cannot be attained effectively and efficiently. For the attainment or effectiveness employees should themselves satisfied and morale should be good in the organization. Not only the satisfaction level, but employees should also have passion and themselves engaged with their job description and can maintain the cohesion within the organization.

For the organization's effectiveness, it should have healthy financial support, sound customer satisfaction, and strong knowledge. Efficient Top-level management and

strong leadership are some of the tools for effectiveness in the organization. Macey and Schneider (2008), they described that; engagement can be divided into three terms” What it is” and being defined by the mental state. Employee engagement is the perception or emotion of employees towards the organization. Based on their perception they can involve themselves for their productivity in the organization. Normally engaging of work from employees by an organization has less output when compared to the work done by the employees with their own involvement or engagement. An individual or an employee who involves themselves in a work with their own passion will increase the effectiveness and efficiency of the organization with his involvement towards productivity. Since employees play a key role in the achievement of goals or planned activity.

In an organization, employee engagement or involvement can be increased with the increasing of the satisfaction of employees. Normally experts say that salary plays a vital role in employee satisfaction. But salary is one of the factors for satisfaction. Apart from salary, interpersonal relationships, work culture, and welfare measures, etc. are the other factors for satisfaction. For organization effectiveness employee engagement is very important and for employee engagement employee satisfaction is very important.

If an employee is satisfied with his job or work, the absenteeism rate of the employee will be low which indirectly increases the productivity of the organization. If an employee feels that he is very much sophisticated in his job, work environment, and with coworkers, his passion for his work will be effective. This passion leads him to be involved in his work and this involvement will lead to his growth along with organization growth. If an employee is fully involved and his or her satisfaction level is high towards the work then it will have a positive influence on the achievement of organization objectives or goals.

An employee who is engaged and satisfied will improve his conceptual skill which helps him to think in innovative or creative ways for the accomplishment of his or organization objectives. This accomplishment of thinking will increase the

effectiveness of an organization. The individual thinking or group thinking will improve the efficiency of both organization and employees which indirectly will increase the organizational effectiveness.

Organization effectiveness can be measured by various parameters like satisfaction level, involvement, passion, and engagement of employees in the organization. Besides, organizations should also focus on good cohesion or co-ordination of employees and different departments. A strong interpersonal relationship and cohesive environment of an organization will reduce the conflict between the employees. Maintaining the good morale in the organization will decrease the stress and organization politics.

Passion is a serious inclination that one will face or encounters while performing a work that is significantly important to one's personality (Cardon, Zietsma, Saporito, Matherne, & Davis, 2005; Gubman, 2004; Houlfort et al., 2009) Philosophical writing has thought much on the idea of energy or passion

Work passion is classified into two categories that are harmonious and obsessive (Valerand et al., 2003). A harmonious passion derives from the internalization of self to a preferred activity, in one's identity or one's willingness to be attached to an activity and to integrate it with other aspects of life. On the contrary, an obsessive passion is the result of a controlled internal self-control of an activity that is driven by intra- or individual emphasis on a need, such as the need for self-actualization, acceptance of the environment of respect and may conflict with other life activities, which become a kind of fixed price for a person (Vallerand, 2010; 103).

Employee Satisfaction and Involvement towards Organization Effectiveness

According to Richard et. Al (2009), definitive practicality gets progressive execution notwithstanding the stack inward execution results conventionally associated with more profitable or fruitful assignments and other external estimates that relate to believing that are broader than those simply associated with financial valuation (either by speculators, chiefs or customers, for instance, corporate social obligation.

Inspecting the relationship of Employee fulfillment to Organizational Commitment, Taylor and Cosenza (1997) found that both the components are firmly related. There is a positive relationship between Worker fulfillment and profitability. Other than influencing profitability, worker fulfillment too influences the corporate culture of an association. If the Company's climate creates joy, at that point the representative will have a good inclination and this will be reflected in making a positive attitude of the organization.

Occupation fulfillment is a significant variable that influences a company's efficiency and upper hand (Kiarie, Maru, and Cheruiyot, 2017), just as representative performance and inspirational levels (Khan, Nawaz, Aleem, and Hamed, 2012). From an association's perspective, in this way, it is basic to distinguish the segments that produce work fulfillment or disappointment and, consequently, to reveal the wellsprings of any negative emotions with the goal that they can be limited. A critical measurement to consider is the association's learning capacity and the angles that strengthen its learning measures (Chiva and Alegre, 2008).

Exploration has additionally distinguished job association as one's commitment or mental relationship in work (Kanungo, 1982a). Extra investigations have discovered that representatives with a lesser level of employment association lose importance around their work (Hogan, Lambert, and Griffin, 2013) and are less inventive and open to new ideas (Abdallah, Phan, and Matsui, 2016). Workers with a significant level of employment have been found to lean toward independence and to have a more elevated level of self-viability than those with a low degree of work association (Chen and Chiu, 2009).

In an outstanding report drove by Harter et al. (2002), the makers coordinated a Meta assessment of studies previously drove by The Gallup Organization. The examination investigated amassed laborer work satisfaction appraisals and delegate duty, with the last factor insinuating an individual's consideration with the same amount of energy for

work. Taking into account 7,939 strength units in 36 affiliations, the researchers found positive and important associations between agent satisfaction responsibility and the forte unit consequences of proficiency, advantage, specialist turnover, delegate disasters, and buyer reliability. Even more fundamentally, these authorities researched the sensible utility of the watched associations.

Employee Passion and Engagement

Given the hypothesis, an individual with a high work enthusiasm level will cherish his work more which facilitates him to contribute his time and energy (Vallerand, 2008). This will have a sway on the improvement of one's behavior towards work (Baumeister et al., 2003), which will influence the person to want to improve his/her work execution.

This is supported by the opinion of Michaelson et al. (2014) that the meaningfulness of work can facilitate the search for psychosocial behavior and psychological experiences. Meaningfulness of work can also make employees do the job with full appreciation. Employees work by involving the cognitive and affective aspects so that appreciation will have an impact on the results of their work. Individuals who achieve meaningful work will have positive outcomes for the organization (Geldenhuys, Profit, and Venter, 2014). Individuals who perceive their work as meaningful will do their work with full passion and dedication.

Enthusiasm is one's employment makes a feeling of joining in them with work and in this manner fabricates a particular character in affiliation (Locke and Baum 2004; Jowett, Vallerand, Lafrenière and Donahue 2009). When there is an amicable relationship with the work climate in the organization, at that point work gets fun. In such a positive climate, representatives get delighted and feel that they are working effectively. Enthusiasm is unique concerning work commitment in that on account of commitment, representatives conduct intellectual, physical, and enthusiastic moves to work (Kahn, 1990). Ongoing exploration uncovered vacillation in commitment levels relying upon encounters one observers through characterized time (Hetland, Bakker,

Breevaart and Demerouti 2012; Mojza Sonnentag, Demerouti, and Bakker, 2012). Energy, then again, has a steady relationship with one's enthusiasm for their work and must be changed through explicit mediations. Hence, energy isn't defenseless against sudden varieties like commitment (Baum and Locke, 2004; Birkeland and Buch, 2015).

Representatives' commitment regarding task capability, proactivity, mental versatility, and duty is of most extreme centrality, what's more, goes about as the structure block for food and development of any firm. Noted toward this path, representatives' dynamic duty also, the association is of more prominent substance with regards to development, authoritative execution, and serious advantage (Bakker and Schaufeli, 2008). Two reasons empower the investigation in connecting worker commitment to hierarchical viability. To start with, representative commitment has developed as a basic component for business achievement (Slatten and Mehmetoglu, 2011). Commitment is a pleasurable encounter for representatives (Sonnentag et al., 2012), which drives proactivity, involvement in the work environment, and builds representatives' capacity to adjust to working environment changes in crises. Significantly more, they will in general be tough notwithstanding troubles and therefore drive hierarchical adaptability.

Impact of Cohesion of Employees

Execution is the most significant variable in the relational relationship or attachment and analysts demanded that union presentation is because of its trouble and importance to group contemplates (Mullen and Cooper, 1994). Exploration on two developments has been analyzed inside colleagues at each level and the plenty of meta investigations led on their attachment strengthens the developing consideration relish ((Pescosolido and Saavedra, 2012 Devine and Whitney, 2012Chiocchio, and Essiembre, 2009; Evans and Dion, 1991; Gully, Mullen, and Cooper, 1994; Wise, 2014). The detachment in yield in these meta investigations and exploration fortifies the unpredictability of these detail and time measurements impact on the result (Levine and Mooreland, 1990).

The discussion on which impacts the others recommend that presentation prompts attachment (Mullen and Cooper, 1994) and bunch union prompts execution (Chang and Bordia, 2001). Parts of the union had various degrees of impact and connection among's exhibition and attachment (Beal, Cohen, Burke, and McLendon, 2003). The idea of cohesiveness in a gathering is an impression of the degree of correspondence and holding among bunch individuals and results in a task, job responsibility, bunch pride, and relational fascination (Rosh, Offermann, and Van, 2012; Shaw, 1981).

Get-together pride accepts a positive capacity in conditions where the association among execution and association are positive and regularly subject to achievement in past presentations (Rosh et al., 2012). For the most part, the relationship between association and execution is positive in specific examinations and negative in various assessments, this showing up irregularity confirms the multifaceted idea of assessment in pack association (Hornaday, 2014). Mullen and Copper (1994) test and associational methodology are critical in looking at the possibility of the relationship between cohesiveness and execution, the past proposes the creation of high and low-level social occasion cohesiveness to investigate the effect each type would have on bundle execution and the last requires an all-around assessment of the get-together's evaluation of association with the two techniques provoking different outcomes.

Chiocchio and Essiembre's (2009) meta-examination of association and execution used assembling type and settings (setting) as guiding variables to perceive the association display connections. The two judges perceived 33 get-together connection execution association, they similarly separated association and execution in adventure additionally, work for packs from the perspective of effects and social extent of execution and found that connection execution association was more grounded and higher in adventure bunches for lead measures and more grounded in work bunches for result measures.

Conclusion

A gathering of individuals consolidated for a normal target is called organization. For this target or objective achievement employees play a key role. Worker efficiency can be expanded in light of their fulfillment, enthusiasm, and union with the organization. Employees should be motivated and their passion should be supported towards the achievement of their objective which indirectly supports their organization's effectiveness and achievement of the objective and also the rise the productivity level of the organization.

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