

A Study on Job Satisfaction of Human Resource Excellence through Management Paradigms

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Abstract: Human Resource excellence through management paradigms and passion is the latest footstep in the organization. "Each individual creature on this beautiful planet is created by God to fulfil a particular Role" (Dr. A.P.J. Abdul Kalam). Taking this uniqueness into consideration, this study creates and makes a new path, and welcomes all individuals to their passion zone. Passion for work is defined as a strong inclination toward a work that one loves, find important, that is self-defining, and individuals invest significant amount of time and energy. This study focuses on making a 'Mark' in the present competitive world and helps to overcome the common pitfalls we recognize, through resilience and passion quotient. Resilience comes from within, and through the Passion quotient, we ignite human resources to their best selves. This study claims that through the infused tremendous energy-passion quotient, each Individual creates a new wave of personal signature of strength and building a culture of belongingness and development. This study is suggested how to improve harmonious passion in organizations based on the growth and use of personal signature of strengths that match with an attractive job design with greater autonomy, building a culture of belongingness and development and finally creating a meaningful work, this will improve employee well-being and organizational performance.

Key Words: Uniqueness, Resilience, Passion, Harmonious passion, tremendous energy. Personal signature

1. INTRODUCTION:

Human resource management is a major part of all organizations. So whatever the changes we need we go with the human resource force. Human resource management is an important faction of management that deals with the most valuable assets of an organization which is Human Resource. Studies show that "Work passion" is a key factor for a successful business, because of potential benefits of passion to impact positively employees as well organizations, especially in terms of managerial implications (Lavigne et al. 2014). Because successful people and organizations are passionate about they do, achieving their full potential at work Passion is energy. Feel the power that comes from focusing on what excites you" (Operah Winfrey)

2. LITERATURE REVIEW:

Passion is what we are most deeply curious about, most hungry for, will most hate to lose in life. It is the most desperate wish we need to yell down the well of our lives. It is whatever we pursue merely for its own sake, what we study when there are no tests to take, what we create though no one may ever see it. Levoy, 1997. According to the following researchers (Vallerand and Houliort 2003; Zigarmi et al. 2011) work passion is defined as "an individual's emotion and persistent state of desire based on cognitive and affective work appraisals" (Perrewe et al. 2014, p. 146). Passion has been conceptualized as a strong inclination toward an activity (e.g. work) that a person loves, finds important, that is self-defining incorporating in one's identity, and investing significant time and energy on an activity sustained regularly (Vallerand et al., 2003; Vallerand and Houliort, 2003). The first studies date from the beginning of this century and Vallerand is one of the main researchers in the scientific study of passion. Since then the number of studies has increased and organizational researchers have highlighted the importance of passion at workplace.

3. METHODOLOGY

This study is based on primary data and secondary data from a sample size of 60 respondents, who are selected under teaching faculty of self-financing Arts and Science colleges aged between 20 to 45 Affiliated to Bharathidasan University, Tiruchirappalli. This study is a combination of both exploratory and descriptive. A questionnaire was prepared considering five major dimensions such as To be respected, To learn and Grow, To be an Insider, To do meaningful work, To be on winning team for calculating the level of human resource excellence.

3.1. SIGNIFICANCE OF THE STUDY:

Only the passion of every person involved with our organizations can keep us alive and survive in any area, turmoil, or any scenario. Even one passionless person may sap out corporate life and cause death to the organization. Every person has a unique selling point. Every individual knows his strengths and interests. Once they identify and understand what they are capable of doing, they make sure this capability matches their passion.

3.2. OBJECTIVES:

The main objectives of the study will be:

Passion for the job: The degree to which employee are emotionally connected to their work and are committed to doing their best .

Passion for the organization: the degree to which employee are emotionally connected to the purpose, values and vision of the organization and its leaders.

3. To find out where their passions and natural talents meet through Passion Pyramid.

4. To improve the economic well-being and quality of life of individuals.

5. To observe how Passion and Resilience to help to reach the inner calling and create a different way to fulfil a particular role in the world intended by God for each individual.

3.3. RESEARCH GAP:

This kind of research has been applied in industrial organizations, the corporate sector, and the psychological area. But the deep study about this passion quotient in the higher education system not been explored. The present study helps to find out the innate energy passion and Resilience of teaching faculty of selected under teaching faculty of self-financing Arts and Science colleges aged between 20 to 45 Affiliated to Bharathidasan University, Tiruchirappalli.

3.4. LIMITATIONS:

This study has several limitations to be considered in evaluating its findings. The concept of passion and Resilience is recent and only in the last decade has started to be studied in the domain work, there is very little research and studied about this topic.

3.5. INCULCATING A SPIRIT OF HUMAN RESOURCE EXCELLENCE THROUGH MANAGEMENT PARADIGMS:

The strategies, practices and systems influencing employees' behavior, attitude and performance are referred to as human resources management. Business goals and objectives are supported by effective HRM practices. With a proactive mind-set focused on business strategy, HR becomes the heart of the organization. It takes on a new wider programme that remit incorporating and influencing many other aspects of the business. Stephen R Covey opines in his book Principle - Centered Leadership about the management paradigms showing evolution of man into a human resource.

- **Management Paradigms** "There is nothing as powerful as an idea whose time has come."(Victor Hugo) This is the right time for many individuals and companies to make a quantum leap performance, a healthy change of habits, a major shift in patterns; otherwise it's business as usual- and that's simply not cutting it anymore. As the paradigm shifts, it opens up a whole new area of insight, knowledge, and understanding, resulting in a quantum difference in performance. The following four management paradigm changes the situation in a totally new way.
- **Scientific management Paradigm:** The main assumption of this paradigm is the economic man assumption. This means that we are motivated primarily by our quest for economic security. People would respond consistently from the motivation to make a living for themselves or provide livelihood for their families.
- **Human relations Paradigm:** The assumption associated with this Paradigm is the socio economic man assumption. We recognize that in addition to having economic needs, people also have social needs: to be treated well, to be liked and respected, and to belong. This view of human nature is the basis for the human relations movement.
- **Human Resource Paradigm:** The assumption associated with this paradigm is efficiency assumption. Here people need to grow and develop and contribute effectively and creativity to the accomplishment of worthwhile objectives. Managers would see people as bundles of latent talent and capacity. Managers try to create an environment in which people can contribute their full range of talents to the accomplishment of organizational goals. Principle Centered Leadership: This paradigm uses mental capacities to their fullest. It lifts them, enables them, and brings them to their highest selves. People spend their creativity on their own goals and dreams. The formula for positive synergy is Involvement + Patience = commitment. Covey, (2002).

The study focuses on the strategies that can be used in bringing out the maximum capability of an employee for the success of an organization.

3.6. HUMAN RESOURCE EXCELLENCE THROUGH THE TREMENDOUS ENERGY IN THE PASSION THROUGH PASSION PYRAMID

"Passion is the fire that drives us to express who we are. Never deny passion, for that is to deny Who You Are and Who you Truly Want To Be" - Neal Walsch, (author of Conversations with God). **How will you know if you are passionate? Some common signs include:**

- ▶ A burning desire or hunger
- ▶ A feeling of limitless energy
- ▶ A clarity of vision
- ▶ It attracts you
- ▶ It is simple for you to learn
- ▶ It is effortless

3.7. PASSION PYRAMID:

The Passion Pyramid identifies five human needs that ignite passion, the leadership skills needed to create the conditions to satisfy each need and then describes the outcome or payoff to the organization for satisfying the need.



4. ANALYSIS AND INTERPRETATION OF DATA:

This section deals with descriptive and statistical analysis of the primary data collected from the teaching faculty of selected self-financing Arts and Science colleges aged between 20 to 45 Affiliated to Bhatathidasan University, Tiruchirappalli. The five points scale has been used in the analysis with the following options:

SA- Strongly agree, A- Agree, NAND- Neither agree nor disagree, DA- Disagree, SD- strongly disagree

4.1. The socio-economic background of the respondents:

This section provides useful insight into the socio-economic condition of the respondents and their Resilience and passion level towards the dimension.

Table: 1
Age-wise classification of the respondents.

| SL.NO. | Age group | No of the respondents (No:60) | Percentage (100) |
|--------|-----------|-------------------------------|------------------|
| 1 | 20-25 | 5 | 8.33% |
| 2 | 25-30 | 18 | 30% |
| 3 | 30-35 | 20 | 33.33% |
| 4 | 35-40 | 10 | 16.66% |
| 5 | 40-45 | 7 | 11.66% |

Source: Primary Data

The above table shows that 71.66% (8.33%+30%+33.33%) of the respondents lie in the age of below 35 years and the age group of an above 35 years is showing a decreasing trend. Thus it is inferred that teachers in the Self-financing colleges who are the above age of 35 easily move for other colleges or schools for highest post and government vacancies. It is understood that Self- financing colleges provide wide opportunities for young teachers who are below 35 years.

Table: 2
Educational Qualification of the respondents'

| SL. No: | Educational qualification | No of the respondents (No:60) | Percentage (100) |
|---------|---------------------------|-------------------------------|------------------|
| 1 | NET/SET | 12 | 20 |
| 2 | P.G. Only. | 18 | 30 |
| 3 | M.Phil. | 25 | 41.66 |
| 4 | Ph.D. | 5 | 8.33 |

The above table indicates that 41.66% of the respondents have completed Master of Philosophy courses. It is observed that teachers who are holding P.G with M. Phil degree are easily admitted in the Self- financing colleges

Table: 3
Cross-tabulation between age and various dimensions of Resilience and Passion.

| S L N O | Age | No of the respondents (No:60) | To be respected | | To learn and grow | | To be an insider | | To do meaningful work | | To be on a winning team | |
|------------------|-------|-------------------------------|-----------------|--------|-------------------|-------|------------------|---------|-----------------------|--------|-------------------------|--------|
| | | | High | Low | High | Low | High | Low | High | Low | High | Low |
| 1 | 20-25 | 5 | 1(20) | 4(80) | 5(100) | 0(0) | 2(40) | 3(60) | 1(20) | 4(80) | 3(60) | 2(40) |
| 2 | 25-30 | 18 | 8(44) | 10(55) | 17(94) | 1(5) | 6(33) | 12(66) | 7(38) | 11(61) | 8(44) | 12(66) |
| 3 | 30-35 | 20 | 8(40) | 12(60) | 19(95) | 1(50) | 8(40) | 12((60) | 5(25) | 15(75) | 6(30) | 14(70) |
| 4 | 35-40 | 10 | 8(80) | 2(20) | 2(20) | 8(80) | 7(70) | 3(30) | 8(80) | 2(20) | 7(70) | 3(30) |
| 5 | 40-45 | 7 | 6(85) | 1(14) | 1(14) | 6(85) | 5(71) | 2(28) | 7(100) | 0(0) | 6(85) | 1(14) |

The above table indicates that the high satisfaction towards the dimensions in "To be respected, to be an insider, To do meaningful work, To be on a winning team are in the age group of 25-40. And 100% of the respondents who are in the age group 20-25 years are highly satisfied with the "To learn and grow. It is observed that the age category of above 30 years is emotionally connected to the purpose, values, and vision of the institution.

Table.4
Cross-tabulation between Educational Qualification and various dimensions of Resilience and Passion.

| Sl. NO | Educational qualification | No of the respondents (60) | To be respected | | To learn and grow | | To be an insider | | To do meaningful work | | To be on a winning team | |
|--------|---------------------------|----------------------------|-----------------|--------|-------------------|-------|------------------|-------|-----------------------|-------|-------------------------|--------|
| | | | High | Low | High | Low | High | Low | High | Low | High | Low |
| 1 | UG Only | 12 | 8(66) | 4(33) | 9(75) | 3(25) | 7(58) | 5(41) | 6(50) | 6(50) | 8(66) | 4(33) |
| 2 | P.G only | 18 | 8(76) | 10(24) | 12(66) | 6(33) | 10(55) | 8(44) | 9(50) | 9(50) | 8(84) | 10(16) |
| 3 | M.Phil | 25 | 19(60) | 6(40) | 20(80) | 5(20) | 22(88) | 3(12) | 20(80) | 5(20) | 21(60) | 4(40) |
| 4 | Ph. D | 5 | 3(60) | 2(40) | 4(80) | 1(20) | 5(100) | 0(0) | 4(80) | 1(20) | 3(60) | 2(40) |

The above table indicates that 76% and 84% of the respondents belong to the M.Phil. Scholars and high satisfaction towards, To be respected and to be on a winning team. And 80% of the respondents have high satisfaction towards, 'To learn and grow and to do meaningful work'. And 100% of the respondents have the highest satisfaction on ' To be an Insider'. The M. Phil and Ph. D Scholars have high satisfaction and passion for their vision and the vision of the organization too.

4.2. Level of employee Passion:

This section shows the percentage of employees who identified themselves at each of five levels of Passion.

Level 5 Passionate about the job and the organization

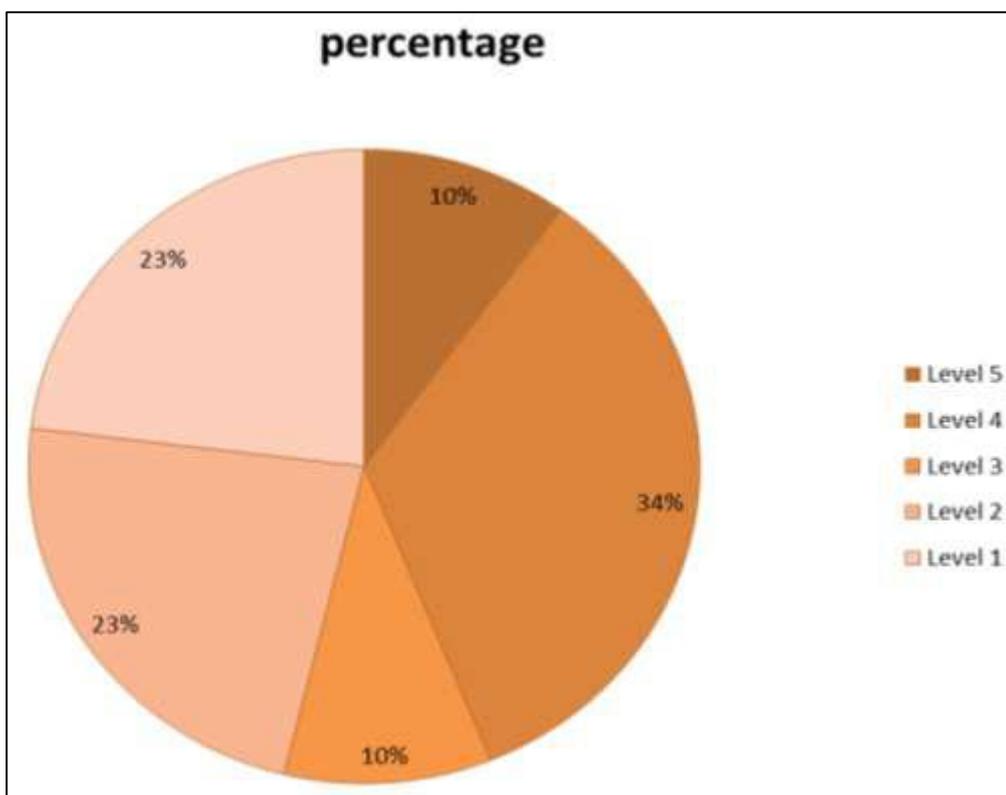
Level 4 Passionate only about the job

Level 3 Passionate only about the organization

Level 2 Not Passionate, but still conscientious

Level1 Disconnected from the job and the organization.

| | Levels | Percentage |
|---|---------|------------|
| 1 | Level 1 | 13% |
| 2 | Level 2 | 44% |
| 3 | Level 3 | 13% |
| 4 | Level 4 | 30% |
| 5 | Level 5 | 30% |



5. CONCLUSION AND FUTURE DIRECTIONS:

"If you follow your bliss, doors will open for you that wouldn't have opened for anyone else" (Campbell Joseph, 2017). This study makes a new path and welcomes all to their passion zone. The most significant examples of people who led their life, their work according to their passion are Mother Teresa, APJ Abdul Kalam, Sachin Tendulkar, Kailash Satyarthi and Malala yousafzai. They created a new path and fulfilled the GOD's will through their life. The written goals, with action points and time frames, are essential if you want to achieve a more passionate life how teachers identify themselves in this survey is not a portrait of the teachers in your group, merely a snapshot of how they were feeling at the time this survey was taken. The main aim of this research is to reduce the passionless teachers and promote passion in life and job. To ignite the passion of teachers the following methods are suggested:

- Passion Survey through ‘ PASSION PYRAMID’
- Measuring teachers' loyalty through ‘ EMPLOYEE NET PROMOTER SCORE (eNPS)’.
- Measuring teachers WORK PASSION through “Work Passion Scale-WPS.

Passion contributes more towards value creation than any other human capability. Passionate employees are focused, engaged and committed to doing their best in everything they do. If the teachers are passionate, that transfers to the students and they will passionate about their future.

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