

## HOLISTIC EMPLOYEE ENGAGEMENT FOR ACHIEVING PEAK PERFORMANCE AND OVERALL SATISFACTION

NAGARAJU BATTU<sup>1</sup> & SHRIRAM DARBHA<sup>2</sup>

<sup>1</sup>Head, Department of Human Resource Management, Acharya Nagarjuna University,  
Guntur, Andhra Pradesh, India

<sup>2</sup>Head, HR BSE Ltd. and Research Scholar, Acharya Nagarjuna University,  
Guntur, Andhra Pradesh, India

### ABSTRACT

Kahn (1990) defines employee engagement as, “*the harnessing of organization members’ selves to their work roles. In engagement, people employ and express themselves physically, cognitively, and emotionally during role performances*”. Holistic Employee Engagement is a concerted effort to provide conducive working conditions for all the employees to realize their potential talents through peak performance at work for the best satisfaction of themselves with an enhanced sense of their own well-being and to realize the goals and objectives of the organization. Holistic Employee Engagement is a collaborative commitment both by the employee and employer based on the highest levels of mutual trust for common good. Engaged employees tend to give their best performance and achieve higher levels of productivity with increased levels of job satisfaction. There are four levels of engagement viz; Physical, Emotional, Intellectual and Spiritual.

The engagement process may differ from various professions and organizations, however, a few common tools for employee engagement can be used for all types of employees because they all lead a multi-dimensional life, which can be said to be a professional life relating to the workplace, business career; personal life relating to the private, family as well as social life; and a deep inner life pertaining to an individual’s emotional and spiritual quotient. Balancing and engaging at all four levels enhances one’s ability to realize the full potential and peak performance leading to overall satisfaction in work and life.

**KEYWORDS:** Holistic Employee Engagement, Peak Performance, Well-Being