

INFLUENCE OF AGE, GENDER, PROFESSION AND TENURE ON MANAGING ONE'S ENERGY

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Abstract

In the current scenario, Job demands, deadlines, work pressures inevitably bring stress to the employees in which ever profession they are into. It takes toll Physically, Mentally and Emotionally. This results in increased employee turnover, reduction in employee engagement and enhanced job dissatisfaction. Many of the Indian organizations resort to insisting on employees to work for long hours to enhance the productivity failing to understand that employees are to be self-motivated to perform best with in the working hours. Understanding that time is finite and it is the energy that need to be managed and not the time, unfolds the secret. Science says that energy comes from three different sources, Body, Emotions, Mind and Spirit. Present study explores this fact to unleash the truth that the secret lies in managing one's energy and not cribbing on time. The data has been collected from workforce employed in different professions to study the influence of Age, Gender, Profession and tenure. Primary data has been collected and analysed to arrive at conclusions. The outcome of the research would help the individuals to identify the areas of energy depletion and organizations can work on managing the energy of their employees by identifying the grey areas. Further giving way for further research.

Key words: Employee Turnover, Productivity, Energy Management

Introduction and Review of Literature

In the Present scenario of fast growing and ever demanding job market, job aspirants and job incumbents are constantly endeavoured with the issues of work-life balance and health complaints and lack of time for family and stress leading to leaving them helpless and depressed. Organizations and management are more concerned about the productivity and performance of employees and not addressing the root cause of the problem. The reason being either they don't have time to think and handle the problem or ignore to avoid addressing the issues. Successful organisations always rely on employees and their work-life balance. They believe that a happy employee can perform better than an unhappy and dissatisfied one. Declining levels of engagement, increasing levels of dissatisfaction, high turnover rates and rising medical costs is definitely not a good sign for the prospective and progressive organizations. The belief that more time spent by employee will result in more work and performance is a misnomer. It's the energy which need to be managed and not time.

Energy as defined in Physics is "the capacity to work". Energy springs from four different sources namely, body, emotions, mind and spirit. To reenergize the employees, organizations need to shift the thinking of investing in the employees than extracting work from them. Employees need to bring more of themselves to work each day than spending more time at work. Organizations should work on the depleting energy sources of individual employees and help them to restore and reenergize. Striking results are achieved by the organizations when they encourage the employees to take a break during work and provide recreation facilities and help the employees to address the depleting energy resources.

Many organizations work on investing in training employees in knowledge, skill and competence. Very few organizations focus on working on capacity building of employees and manage their energies better. Greater capacity means greater work and performance in less time and sustainability. An experiment has been done with 106 employees at 12 Regional banks in Southern New Jersey with four curriculum modules which focussed on four energy dimensions viz, body, mind, emotions and spirit. Each module focussed on strengthening on one of the four dimensions of energy sources. Sixty eight percent employees felt that it had a positive impact on their relationships with clients and customers. Seventy-one percent said that it had a noticeable or substantial positive impact on the productivity and performance.

Loehr, J and Schwartz, T (2003) explained about various dynamics of full engagement. Skilful management of energy focusses on the previous resource that is energy. The more we take responsibility for the energy we bring to the world, the more empowered and productive we become. The more we blame and complain about others or external situations the more negative and compromised our energy is likely to be. The skilful management of energy, individually and organisationally makes possible something that we call full engagement. To be fully engaged, we must be physically energised, emotionally connected, mentally focussed and spiritually aligned with the purpose beyond our immediately self-interest. Full engagement begins with the feeling of being energetic and enthusiastic to start the day in the morning and go to the work and equally happy to come home to spend time with family and loved ones and capable of setting boundaries between the two. Full engagement implies a fundamental shift in the way we live our lives.

According to Dore, M (2017) when our workloads increase, many of us decide to increase the number of working hours failing to harness moments of “unfocus” which might be key to getting more work done in less time. A workplace study found an average working professional experiences 87 interruptions per day making it tough to be focussed and be productive during the day. His research found that productivity has less to do with the amount to hours we squeeze out of the working day, and more to do with the rest we have.

In 2014, research has been conducted by a Social networking Company using time tracking productivity App to study what habits set their most productive employees apart. Study revealed that top 10% productive employees didn't not spend long hours of work than anyone else, they didn't even work for eight hours a day. Instead the key to productivity was that, for every 52 minutes of focussed work, they took a 17-minute break.

One Study from Illinois Institute of Technology by Raymond Van Zelstand Willard Kerr in 1951 found that Scientists who spent 25 hours per week in the workplace were no more productive than who spent five hours. In the absence of clear indicators of what it means to be productive and worth in their jobs, many employees assume to work and consider long work hours as a criterion and that too in a visible manner.

Various studies reveal that energy is finite source and time is finite. The more we bank up on building individual energies which are categorized as Mental, Physical, spiritual and Emotional. These are the sources of energy which are in-built in every individual. Tapping

that energy source and realising oneself is the need of the day. we can classify these energy sources into four types

1. **Physical Energy** – Physical energy include the energy generated through proper sleep, food and rest. Inadequate diet, sleep, exercise and rest will reduce the energy levels gradually. People who often sleep less experience lack of concentration on the work the subsequent day. Improper diet and food with low nutritional value will weaken the body physically. Small breaks at work will also help to renew the energy. When we feel fatigue, Yawning, not able to focus on work, tired, better to take a break and then restart.

2. **Mental Energy** – Energy generated through the thought process and thinking capacity. Working on important things and focussing thoughts on long term goals and not necessarily on urgent things. Leveraging energy on short term demands will drain the mental energy and makes us feel exhausted. Prioritizing the things will keep the energy levels high.

3. **Spiritual Energy** – Energy generated through spiritual practices like yoga, satang, literature and spiritual talks. The fact that spirituality emphasize on the unlimited potential of the individuals will bring the positive energy to meet the external demands.

4. **Emotional Energy** – Ability to manage one's emotions is an essential energy source. This will improve the quality of their work regardless of the external pressures and demands. People feel that they perform well when they have positive energy. We tend to become irritable, anxious, impatient and insecure when we are not able to meet the external challenges.

Understanding the importance of energy management, present study has been aimed at analysing the extent to which professionals use and manage their energy which is the primary concern of the present research.

Objectives

1. To study the importance of managing energy at work
2. To analyse the influence of age and gender on managing energy
3. To compare the energy management strategies of employees with varied tenure
4. To recommend strategies to the organisations to manage their employee's energy

Hypothesis 1

H0 – There is no relationship between the Spiritual energy and the age of professionals

H1 – There is relationship between the Spiritual energy and the age of professionals

Hypothesis 2

H1 – All the emotional energy variants used in this research are equally impacted by age.

H0 - All the emotional energy variants used in this research are unequally impacted by age.

Hypothesis 3

H1 – Physical energy and Profession of an individual are dependent on each other.

Ho – Physical energy and Profession of an individual are independent of each other.

Research Methodology

Present research is descriptive in nature and convenience sampling technique was used. Sample size is 100. Primary and Secondary data has been collected to carry out the research. Questionnaire has been used to collect the Primary data. The data thus collected has been subjected to analysis to arrive at conclusions and offer recommendations.

Data Analysis and Interpretation**4. 1 – Table showing age of the respondents**

S. no	Age of the respondents	No. of respondents	% no of respondents
1	20-30	4	4.081632653
2	31-40	49	50

3	41-50	29	29.59183673
4	51-60	16	16.32653061

Data Analysis: As shown in Table no 4.1, 49 percent of the respondents are from the age group of 31-40 followed by 41-50 age group is 29 percent.

Figure 1 – Age of the respondents

Interpretation: Most of the respondents are young professionals and from middle managerial level.

Table no. 2 – Gender Data of the respondents

S. no	Gender	No of respondents	% no. of respondents
1	Male	47	47.95918367
2	Female	53	54.08163265

Figure no. 2 – Gender details of the respondents

Data Analysis and Interpretation: As shown in table no 2, 53% of the respondents are female and 47% of the respondents are male. As per figure no. 2, the number of respondents is balanced and diversified.

S. no	Profession of the respondents	No. of respondents	% of the respondents
1	Doctor	2	2.06185567
2	IT Professional	16	16.49484536
3	Lawyer	2	2.06185567
4	Others	28	28.86597938
5	Teachers	49	50.51546392

Table no 3 – Tenure of the respondents

S. no	Tenure	No. of respondents
	0-2 years	24
	3-10 years	28
	11-20 years	37
	20 years and above	8

Figure no 3 – Tenure of the respondents

Data Analysis and interpretation: Most of the respondents fall in the tenure slab of 11-20 years. Therefore, the respondents are a good blend of seasoned professionals across various fields.

Hypothesis Testing

H0 – Spiritual energy of a professional depends on their age.

H1 – Spiritual energy of a professional does not depend on their age.

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Nominal by Phi	.205			.921
Nominal Cramer's V	.119			.921
Interval by Interval Pearson's R	.029	.101	.272	.786 ^c
Ordinal by Ordinal Spearman Correlation	.021	.103	.194	.846 ^c
N of Valid Cases	91			

Data Analysis and Interpretation: As per data furnished in the above table, since the significance level is more than 0.05, the alternate hypothesis is accepted. Hence the spiritual energy of a professional does not depend on age. The spiritual energy is influenced by the attitude, values and belief system that one tends to develop based on the environment and life experience. Based on the values of Phi and Cramer's V, the strength of relationship between age and spiritual energy is very weak. Therefore, we conclude that a young professional might also be very effective in channelizing the spiritual energy than a seasoned one.

H1 – All the emotional energy variants used in this research are equally impacted by age.

H0 - All the emotional energy variants used in this research are unequally impacted by age.

	Sum of sqrs	df	Mean square	F	p (same)
Rows:	63.8544	102	0.626023	1.311	0.04147
Columns:	52.085	3	17.3617	36.35	4.05E-20
Error:	146.165	306	0.477664		
Total:	262.104	411			

Data Analysis and Interpretation: From the above-mentioned table, it is evident that the p value is 0.041 which is less than 0.05, the confidence level. The analysis was done using PAST software for Data Analysis. Therefore, null hypothesis is rejected. Thus the alternate hypothesis i.e. the energy variants used in the research equally impact the age of the respondents. Therefore, the emotional energy variants used in the research will show consistent results in case of further statistical analysis.

H1 – Physical energy and Profession of an individual are dependent on each other.

Ho – Physical energy and Profession of an individual are independent of each other.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.416 ^a	6	.878
Likelihood Ratio	2.227	6	.898
Linear-by-Linear Association	.122	1	.727
N of Valid Cases	103		

Data Analysis and interpretation – From the above-mentioned table it is evident that the Pearson chi-square p value is 2.4 and the significance level is more than 0.05. since the significance level is more than 0.05, we accept the null hypothesis. Therefore physical energy of an employee is irrespective of their profession. It is dependent on personal discipline and approach one takes towards life. The profession might not make much difference in the physical energy that an employee exhibits.

Recommendations:

Energy management by individuals

Physical Energy

- A. Sleeping early and waking up early
- B. Exercising an hour, a day everyday which might be gym, walking or yoga
- C. Eating healthy and fresh food preferably made at home
- D. Listening to one's body signals on tiredness, restlessness etc.
- E. Taking regular breaks like rest/break after every one hour of work

Emotional Energy

- A. Practicing regular breathing exercises to regulate the emotions like anger and sadness
- B. Instilling positivity by being with positive people around you and exposing to positive images and situations
- C. Rethinking about the events causing stress and negativity by changing the perception

Mental Energy

- A. Avoiding distraction during focus on the task at work
- B. Allotting time to respond to personal mails and messages
- C. Planning and organizing your next day events are a good mental exercise

Spiritual Energy

- A. Identifying the work which one loves and has interest to do
- B. Spending some time in the day to introspect and look inside oneself
- C. Living up to the values and ethics and workplace
- D. Loving and caring for everyone around you will boosts your energy

Reforms from Organization

Split the work: Splitting the working hours into equal intervals like 45 minutes to 1 hrs session will help oneself to assess the productivity during each session. Its proven to maximise the productivity.

Rest: Having shorter breaks to help oneself recreate, mediate, exercise will help to recharge, reenergize. Rest is not always going on vacation; it is giving break to whatever work you have been doing leading to fatigue. For example, you have been working on job task, taking rest might be playing a musical instrument your like or playing tennis.

Deep work: Employees have to develop the ability to stay focussed at work without any distraction. Organization has to facilitate such environment.

Prioritising the Day: Making a To-do list in advance of identifying important and urgent things at work and family will ease out the employee to organize and daily chores.

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