

## Impact of Self-Ego on Employee Productivity in Software Industry

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### Abstract

There's often a fine line between self-respect and ego. And often, problems arise because most people cannot differentiate between the two. Ego clashes at the workplace are detrimental to the organization, employee morale and group dynamics. When egos come to heads at the workplace, leaders cannot sit on the fence and do nothing to control the situation from escalating further. Here's what you can do if you face such a situation in the workplace. Everyone has some strengths, even the people with the most precipitous egos. There's about a fifty percent chance that the ego flares are caused when a person feels that their strengths are not being utilized. As a leader, it would benefit you to find out those strengths and try to capitalize on them. For example, if they know how to manage time and improve project delivery timelines, enlist their help and ask them to share their knowledge with the rest of the team. Not only will it help you control those ego flares, but also help your team learn something useful.

### Introduction

The Indian IT industry has achieved an iconic status in the Indian economy, and is considered as a highly significant economic growth engine for the success of the nation. In the fast changing socio-economic and technological conditions, the management scenario has also been changing rapidly. Human resources therefore, occupy a key position. People management is the most important aspect of managing an organization. Among the resources of an organization manpower is the most important. The principal resource of an organization is the people. People management is the most important aspect of managing an organization. Among the resources of an organization manpower is the most important. This is because human resource is that resource through which management wants to direct and control all other resources like materials, machine, money and others. To make the human power happy and content, is the most important objective of every management. In order to attain this objective, management must design and implement a set of policies, procedures and practices. The upcoming competition in India will demand high motivational level of its employees. Growth of an enterprise is vital for the economic development of the country. This is possible only by maintaining the enthusiasm and

motivation of the employees, which is vital for carrying out the operations in most efficient manner. The most successful companies, all over the world have designed their business policies to achieve higher productivity by using potentiality and strength of people. The basic aim of human policies is the genuine concern for the people. Proper design of human policies and settlement of their concerns is of great importance.

### **Literature review**

Alexander J. S. Colvin (2003) studied the impact on grievance rates of variation in the structure of non-union dispute resolution procedures and in systems of work organization. Non-union dispute resolution procedures that feature non managerial decision makers had higher grievance rates than non-union procedures with managerial decision makers.

VSP Rao (2004) in a study pointed out that every employee has certain expectations that must be fulfilled by the organization in which one is working. When the organization fails to do this, a feeling of discontent or dissatisfaction is in effect. A grievance may be factual, imaginary or disguised. The grievance is not identified and redressed properly, they may adversely affect the workers, managers and the organization. Grievances may be uncovered through observation, gripe boxes, an open door policy, exit interviews and opinion surveys

### Objectives of the study

1. To identify the factors affecting employee productivity
2. To understand the impact of ego on performance of employees

### Research methodology

The present study is empirical in nature. In it the feasibility of all the solutions are examined by applying various statistical applications. Population constitutes the IT employees in Kerala. A sample of 500 is collected by random sampling method.

### Data analysis

Main independent variable identified for knowing the impact of ego on employee performance is explained below

Variables		Satisfaction Level								Statistics All		
		0	20	40	50	60	80	100	Total	Avg	SD	CV
Career Developments	No	62	100	184	116	74	44	20	600	42	23	55
	(%)	10	17	31	19	12	7	3	100			
Peer rivalry	No	12	48	94	130	196	96	24	600	55	20	36
	(%)	2	8	16	22	33	16	4	100			
Esteem among Workers	No	102	132	104	148	102	10	2	600	36	22	61
	(%)	17	22	17	25	17	2	0	100			
Overburden	No	24	254	126	188	6	2	0	600	33	15	46
	(%)	4	42	21	31	1	0	0	100			
Lack of Holidays/Free Time	No	51	54	106	187	84	92	26	600	50	24	48
	(%)	8	9	18	31	14	15	4	100			
Worker's Perception	No	32	74	82	168	144	42	58	600	52	24	47
	(%)	5	12	14	28	24	7	10	100			
Cultural Factors	No	84	143	140	118	81	30	4	600	37	22	60
	(%)	14	24	23	20	14	5	1	100			

## Findings

The main variable career development opportunities in an organization suggest that on an average 42 percent people opined that the opportunities for advancement is below 50%, with standard deviation 23%. With regard to esteem and ego among people and productivity, 36% opined that they suffer from ego clashes. Overburden, workers perception contribute 33 and 52% on an average on employee productivity. 55% opined that peer rivalry also impacts productivity in the organization.

## Suggestions

Ego and esteem is common among every social beings. It can be reduced by reinforcing positive behavior as far as possible. Even if someone on your team often gets embroiled in ego clashes with colleagues, there might be times they show restraint. Appreciate them for making that effort by letting them know that they handled the situation well. This will encourage them to repeat that same positive behavior and avoid falling back to their habitual confrontational behavior. Encouragement among peers is the only way to make employees bruise their egos. Make them participate in each discussions and take their ideas into consideration. Talk to them regularly to find out their career goals and assign them tasks and projects specific to those interests and career goals.

## Conclusion

Where there's people, there will be ego clashes. Letting minor disagreements and differences of opinion escalate in complicated situations can be destructive for your team and for your own career as well. Encouraging, listening and fostering open discussions helps to a great extend to resolve issues inorder to create and maintain a productive work environment.

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