

## A STUDY ON EFFECT OF UNDER EMPLOYMENT TOWARDS INDIVIDUAL PERFORMANCE AT WORKPLACE, AT BOX MUSE, DODDABALLAPUR

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**Abstract:** This study looks into how individual performance at Box Muse in Doddaballapur is affected by underemployment. The study employs a mixed-methods approach to determine the scope of underemployment, identify its causes, and examine how it affects job satisfaction, motivation, productivity, and engagement. The study uses data from a broad employee cross-section to establish relationships between key performance measures and underemployment across departments and levels of the hierarchy. The study gives information on people's coping processes and adaptive techniques for dealing with issues related to underemployment. The projected results are anticipated to advance significantly our understanding of the intricate connection between underemployment and performance on the job. The learned lessons are useful for people facing these difficulties and organizations trying to improve talent allocation and general workplace effectiveness in the special environment of Box Muse, Doddaballapur

**Keywords:** Performance, Underemployment, Satisfaction, Motivation, Productivity, Engagement, Talent allocation.

## **I. Introduction**

The relationship between individual performance and the type of employment has become a major topic of research and organizational debate in the world of modern workplaces, where the optimization of human capital is crucial. Due to its potential effects on the workforce and the organizations they work for, underemployment, a phenomenon defined by the gap between an individual's skills and qualifications and the job tasks they do, has attracted substantial attention. An in-depth analysis of the complex relationship between underemployment and individual performance at work is the goal of this study.

### **Underemployment:**

When people are underemployed, it means that their education and experience surpass what is necessary for their current positions. They are frequently underutilised or insufficiently engaged in the workforce as a result of a mismatch between their potential and the jobs they carry out. This phenomena not only has an impact on job happiness and motivation, but it can also prevent career advancement and reduce an organization's total productivity. Underemployment can appear in a variety of ways, such as forced part-time work, overqualification, and positions that are under one's skill set. To address underemployment and ensure a more successful and fulfilling integration of human capital within the workforce, a thorough understanding of its underlying causes and potential remedies is necessary.

### **Individual Performance:**

Individual performance is the quantifiable and visible contributions made by a worker in the context of their position. It includes the abilities, duties, and results a person creates in carrying out their obligations. For an organisation to succeed and to remain productive, effective individual performance is essential. This performance is frequently assessed via metrics, assessments, and feedback, and it shows how competent, motivated, and aligned an employee is with the business's goals. The key to encouraging employee development and organisational success is enhancing individual performance through training, recognition, and supportive work environments.

## **I. Literature review**

### **1. Topic: Underemployment and mental health: a longitudinal study**

Year:2022

Author: Blake A Allan, Taewon Kim, Brenda SheinDoi: 10.1037/cou0000610

Publisher: *Journal of Counseling Psychology*

The goal of that study is to figure out the connection between a staff member's office setup and his

professional growth. To do this, we hypothesized that the labor environment has a hold and impacts workers' professional growth. We employed multiple logistic regression and Pearson's correlation to confirm the association in the middle of the workplace environment and professional growth.

## **2. Inadequacy inequality: the distribution and consequences of part-time underemployment in the US**

**Author** - Brendan Churchill, Chapel

**Doi-**<https://doi.org/10.1080/13668803.2021.1985433> **Publication** – Community, Work and Family, Volume 25- Issue 1 **Year - 2021**

High employee engagement (EE) keeps workers' job satisfaction and productivity up, according to study. This review of the literature looks at how EE has evolved, highlighting the theoretical frameworks that have been used to characterise the concept, the measurement scales that have been utilised by researchers, and the major contributing factors and outcomes of EE that have been gradually taken into consideration over time. The study comes to three important conclusions. We begin by emphasising the social and relational dimensions of EE in an effort to provide a better sociological explanation for this phenomenon. Second, we emphasise that when connected to modern digital technology, EE is dynamic and may be studied using novel methodologies. Third, we discuss how EE might be a crucial part of a human-centered strategy for balancing disparities between people's performance and well-being.

### **Research gap**

We shall learn about the analysis of youth underemployment in the literature review described above. explains how putting less emphasis on schooling causes underemployment. We can learn about the less employment issues that young people had during the mass education era. It describes the health effects on the worker as a result of this and the mental stress they experience as a result of underemployment. Most of their pay scales will be determined by how hard they work rather than how clever they are. Individual performance and the rewards that can be given to the individual based on performance will determine the determinants of employee performance, organisational culture, and employee engagement. Motivation will improve individual performance. measuring how gender segregation affects the gender gap in time-related underemployment

The company that manufactures eye boxes participated in this investigation. We will learn about the effects of work pressure on individuals' work, stress levels, and mental health in this study. We will be aware of the underemployment pressure to work. They work in underemployment because they are afraid of poverty.

### **Objectives of the study:**

1. To identify the factors that contribute to underemployment and its impact on individual performance
2. To apply the knowledge gained to identify the signs of underemployment and its impact on individual performance in the workplace, in Box Muse
3. To analyze the factors that contribute to underemployment and their influence on their individual performance in the workplace, in Box Muse
4. To evaluate the underemployment promotion, satisfaction, and retention in the workplace

### **II. Research design:**

This study utilized the descriptive research methodology to collect the data.

#### **Descriptive research**

Descriptive research is a prominent research approach for determining what, when, who, where, and how. In my study, descriptive research is used because we are neither doing tests nor offering new meaning.

#### **Data collection**

To obtain information, sources of both primary & secondary data are utilised. The following is a more detailed list of them:

##### **1. Primary sources**

The primary resources of information collecting are structured, undisguised surveys, questionnaires and observation techniques. The questionnaires include demographic information such as age, gender, and experience, over and above experience and satisfaction levels.

##### **2. Secondary sources**

Secondary data collected sources include journals, company websites, and many other websites relating to Human Resource Management, books on the subject of education, newspapers, magazines, preceding year's report and so on.

#### **Tools for analysis**

The data collected is analysed through the following tools:

- A. Charts
- B. Tables

## Sampling

For collecting samplings we used the Simple Random Technique, 140 employees are picked as sample units from a total of 180 population.

## Questionnaires

In the Total 45 questions were asked for the survey questionnaires, in that there are 5 demographic questions (Ordinal questions), one satisfaction level (Ratio) based question and other 40 questions are nominal questions based on objectives were asked to the respondents.

## Types of hypothesis

1. Null Hypothesis
2. Alternative Hypothesis

For this study we requires these hypothesis,

✓ **H0:** There is no relationship between under-employee and individual performance.

✓ **H1:** There is a relationship between under-employee and individual performance

✓ **H0:** There is no significant impact of under-employee and individual performance

✓ **H1:** There is a significant impact of under-employee and individual performance

✓

## III. Analysis and Interpretation

Data analysis and interpretation were done using SPSS software.

### 1. Chi – square analysis:

Table 5.1

4.4.1 Chi-Square Tests			
	Value.	Df.	Asymptotic Significance (2-sided).
Pearson Chi-Square	3.294 <sup>a</sup>	4	.510
Likelihood Ratio	4.021	4	.403
Linear-by-Linear Association	.391	1	.532
No. of Valid Cases	140		
a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 0.86.			

### Interpretation:

According to the aforementioned table, the asymptotic significant two-sided value is 0.51 and is more than the value 0.05. As a result, it is acceptable to accept the null hypothesis that there is a link between overall employee productivity and performance feedback and that it improves employee performance

## 2. One way anova:

Table 5.2

4.5.1 ANOVA						
		Sum of Squares	D.f	Mean Square	F	Sig.
Q13	Between Groups	.560	1	.560	.832	.363
	Within Groups	92.840	138	.673		
	Total	93.400	139			
Q26	Between Groups	1.201	1	1.201	1.604	.208
	Within Groups	103.335	138	.749		
	Total	104.536	139			
Q38	Btw Groups	.411	1	.411	.514	.475
	Within Groups	110.410	138	.800		
	Total	110.821	139			
Q4	Btw Groups	.643	1	.643	.828	.364
	Within Groups	107.150	138	.776		
	Total	107.793	139			

### Interpretation:

The value is increased because the aforementioned table states that performance reviews will raise employee productivity and help them perform better. Underemployment is connected to overall employee productivity.

### 3. T – test analysis:

Table 5.3

		Paired Differences					T	df	Significance	
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				On e-Sid ed p	Two-Sidedp
					Lower	Upper				
Pair 1	Underemployment negatively affects job performance and productivity. - Underemployed individuals are more prone to seeking alternative employment opportunities.	-0.214	1.105	0.093	-0.399	-0.03	-2.296	139	0.012	0.023
Pair 2	How satisfied, are you with the compensation you receive for your work? – How satisfied are you, with the opportunities for career advancement in your current job	0.086	0.963	0.081	-0.075	0.247	1.053	139	0.147	0.294
Pair 3	How satisfied are you with the job performance of underemployed employees? – How satisfied are you, with the quality of work performed by underemployed employees?	0.207	0.852	0.072	0.065	0.35	2.875	139	0.002	0.005

Pair 4	How satisfied are you with the level of collaboration and teamwork in your current job – How satisfied are you with the opportunities for learning and skill development in your current job	0.136	1.04	0.088	-0.038	0.31	1.544	139	0.062	0.125
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### Interpretation:

According to the four variables' significance values of 0.23, 0.294, 0.050, and 0.125, the performance review positively affects employees' total productivity variables.

### IV. Limitations:

1. Difficult to collect the responses from the employees.
2. Incomplete responses from employees.
3. True responses were not given by the fear of the management.
4. Employees were not interested to fill the responses.
5. Lack of interest from Employees

### Findings

- Several factors, including job security (2.9%), pay (5.7%), work environment (4.3%), and assistance (7.1%) were the subject of employee unhappiness.
- 24.3% of workers say that their educational background and the nature of their current employment are in line with one another.
- Employee satisfaction with their amount of liberty or control over their work is at 79.3% or higher.
- 70.7% of respondents agree or strongly agree that underemployment negatively affects the quality of work performed by employees
- According to 50.7% of respondents, underemployment causes workers to be less dedicated to their jobs and less loyal to their employers.



## V. Suggestions:

- Address underemployment issues to improve overall employee well-being and job satisfaction.
- Offer employees a suitable level of liberty and control over their work to enhance job satisfaction.
- Implement strategies to improve employee dedication and loyalty to the organization, especially among underemployed workers.
- Empower employees by providing autonomy and decision-making power where appropriate.
- Create initiatives to boost job satisfaction and engagement among underemployed workers.

## VI. Conclusion:

This study looks into how underemployment affects each employee's performance at work and how job mismatches affect worker satisfaction, motivation, and productivity. It reveals the complex link between underemployment and performance using survey data and literature research. The severe detrimental effect of underemployment on employee engagement, motivation, and loyalty is a notable finding. Forging a motivated and effective workforce, it is essential to address underemployment, particularly job mismatches. In order to improve both individual performance and overall organizational success, the study emphasizes the necessity for organizations to proactively address underemployment concerns, match skills with roles, and encourage growth possibilities.

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