

“BRIDGING Vision Realisation Strategic Planning with Employee Optimization Outcomes and Engagement PERSPECTIVE”

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Abstract

In rapidly evolving business world, transforming a company vision into tangible outcomes relies apart from effective planning but also on the optimal utilization of employee skills and talents. Using data collected from 112 employees in Chennai city. The study applies a chi square, linear regression and independent sample t test to analyses relationship between vision planning employee engagement and employee optimizations. This paper presents framework to connect clear planning of organisational goals with helping employees perform at their best. Its shows how aligning individual work with company goal boosts productivity, innovation and supports to promote a success. Vision realisation is about setting clear goals from a company broad plan and making sure everyone understand their role in reaching these goals. Strong leadership and effective communication enable employees to recognize how their tasks align with the overall vision. At the same time employee optimization means managing hiring, training and motivation to ensure that workforce skills align with company requirements. Using data and feedback is key to this connection. By tracking employee performance and skills in real time, companies can quickly find where training or support is needed. Personalised growth plans further engage workers by focusing on their strengths and career goals.

Key words: vision realization planning, employee optimization, employee engagement

Introduction:

In rapidly evolving business environment today, one of the primary challenges is organisation face is transforming their vision into tangible, quantifiable results. Every business starts with a clear vision a distinct understanding of its future aspirations and the impact it intends to create. A strong vision motivate teams, informs strategic planning and establishes purpose. but while expressing a vision is a important first step, bringing it to life requires more dedication. without a strong connection between the vision articulated by leadership and the daily efforts of employees, even the most meticulously crafted plans may not succeed. This is where employee optimization becomes the bridge between planning and execution. The goal of Employee optimization is to empower, engage and equip employees to give their best work. Enhancing individual skills, but also about ensuring that people understand how their roles fit into the overall vision of the organization. When employees grasp the why behind the company’s goals, their motivation increases, teamwork strengthens and productivity improves. A company vision is tuned from an idea into action through employee optimization

Organizations that emphasize employee optimization as a part of their strategic planning often see better outcomes. When leaders invest in effective training, clear communication and supportive management, employees feel valued and connected to the company's purpose. Workers who feel trusted and guided are more likely to take initiative, solve problems more effectively and support the company's long-term objectives. As a result, organizations that effectively link their vision with their workforce are more adept at innovating and adapting to evolving circumstances.

The idea of connecting to a vision realization through employee optimization also highlights the essential role of leadership. Great leaders inspire others to share their mission, which helps them realize their vision. They communicate effectively, provide constructive feedback and foster an environment where employees feel both challenged and supported through this approach, leaders help create a culture of cooperation and shared purpose that encourages employees to actively contribute to the organization's overall success.

The ability of an organization to successfully integrate its goals with the people who drive them ultimately determines the journey from vision to reality. Employee optimization makes sure that this relationship stays solid and productive. Organizations can achieve their objectives and create a motivated and productive workforce by aligning workforce performance with strategic goals. Employee optimization is not only a management strategy but also a prerequisite for long-term success in a time when flexibility, creativity and resilience are more important than ever. This study highlights that strategy and people management should work closely together. When a company's vision guides employee development and employees are empowered to perform well, abstract goals become achievable results.

Review Of Literature:

Wenander (2024) examines the formulation of vision and goals within planning processes. This study focuses on how planners balance different interests during the early stages of vision-based planning. It shows that participation in the formulation of visions is mainly directed toward developers rather than citizens. This study also discusses the role of planners in shaping vision-led planning processes. **Jean Golyea (2024)** explains that optimizing employee talent through aligned HR practices enhances effective utilization of employee skills and capabilities. It further highlights emerging trends such as remote work, diversity and inclusion and HR analytics as key tools supporting employee optimization. Overall, the study underscores employee optimization as a foundation for sustained organizational growth and competitive advantage.

Slatten et al., (2021) examined organizational vision from an employee perspective although vision is widely considered important, most previous studies have adopted a leadership-oriented approach. Their study emphasized that organizational vision creates value only when it is clearly understood and effectively integrated by employees in their daily work. The author further highlighted that employee-level vision integration remains an underexplored area in existing research, calling for greater attention to how vision is internalized and enacted by employees.

AdyahermaWati et al., (2021) explain that employee optimization is achieved through effective talent management. This study identifies that identifying, developing and placing employees according to their talents leads to optimal performance levels. It highlights that

consistent employee retention strengthens employee commitment, which enhances productivity and work quality. This study concludes that talent management optimizes employee performance both directly and indirectly through strengthen employee retention.

In their study **li sun and chanchai bunchapattanasakda (2019)** reviewed the conceptual and theoretical; landscape of employee engagement. they identified two primary definitions, a multifaceted construct encompassing cognition, emotions, behaviors and unitary construct reflecting a positive mental state and dedication. The authors discussed three theoretical frame works explaining engagement levels, needs, satisfaction, job demands and social exchange theory. The review highlighted engagement positive impact on both individual performance and organizational outcomes.

Objective:

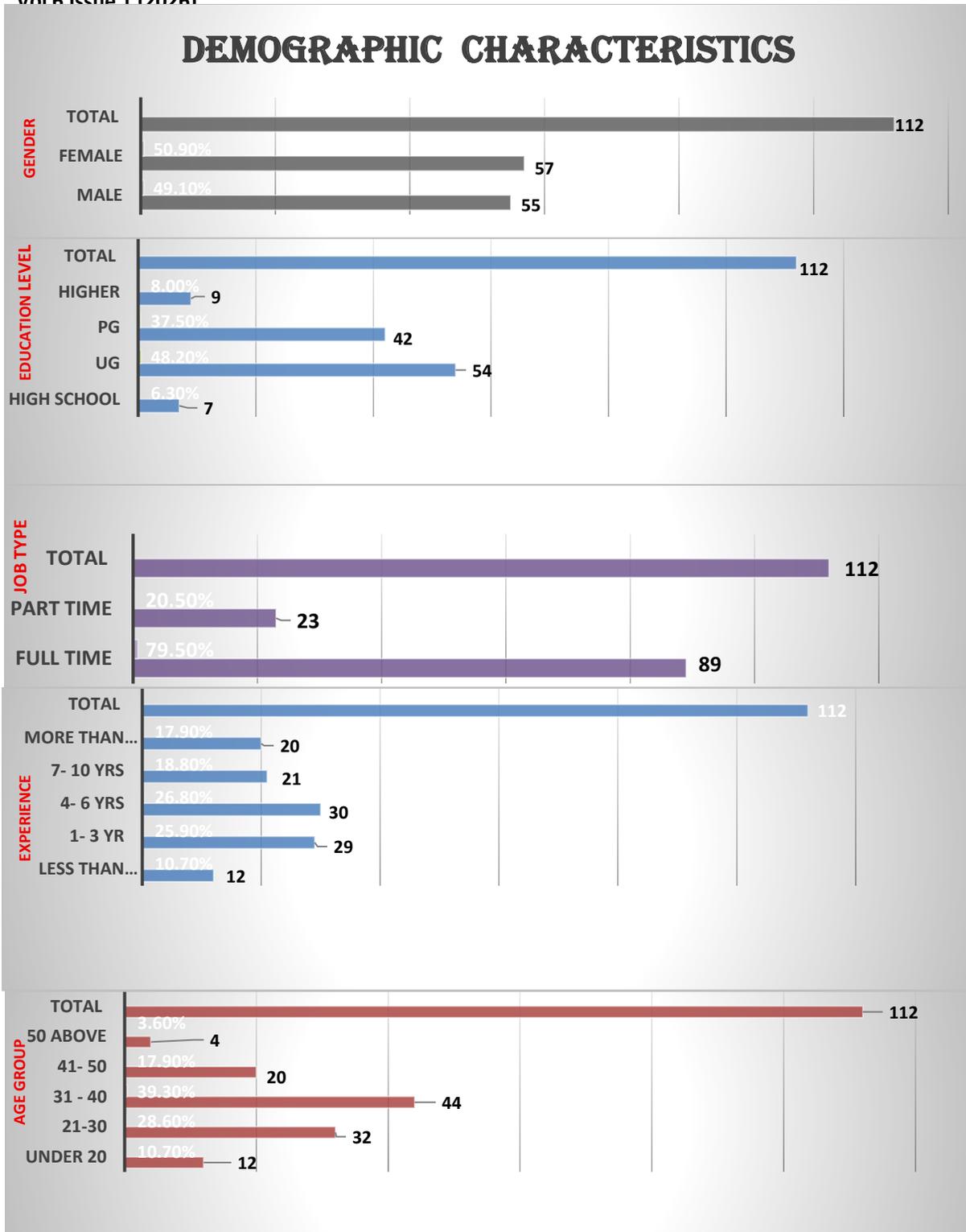
- to examine the relationship between vision realization planning with employee optimization and engagement.
- to examine the impact of vision realization planning on employee engagement by exploring how clear goals and strategic alignments motivate employees.
- to determine whether employment type significantly affects employee optimization.

Research Methodology:

This study focuses on examining measurable outcomes of vision realization planning, employee optimization to develop employee engagement. Employees from medium to large organizations in Chennai participated in the study. A structured scale questionnaire was administered with 112 respondents collected for analysis. Quantitative data were analyze using descriptive and inferential statistics, including chi square tests, linear regression and independent sample t test. All analyses were conducted using jamovi software ensuring accurate and efficient data for interpretation.

Hypothesis

- ⇒ H₁: There is a significant relationship between vision realization planning with employee optimization and employee engagement
- ⇒ H₁: vision realization planning has significant positive effect on employee engagement ‘
- ⇒ H₁: full time employees have significantly higher employee optimization compared to part time employees



Source : primary data

The study examined the demographic profile of **112 respondents** based on gender, education, employment status, work experience and age. The gender distribution was almost evenly balanced, with **50.9% female** and **49.1% male** respondents, ensuring adequate representation of both groups. the majority of respondents possessed higher educational qualification, with **undergraduates 48.2%** and **postgraduates 37.5%** constituting the largest groups. A substantial proportion of respondents were employed on **full time basis 79.5%**, while 20.5 % were part time employees, indicating relative employment stability. furthermore, most respondents belonged to the **21-40 years** age group.

Figure 1 vision realisation planning

Source : primary data

VISION REALISATION PLANNING	MEAN	STANDARD DEVIATION
The vision of my organisation’s strategic planning process	4.21	0.99
I feel that our Leaders consistently communicate progress toward achieving the vision.	3.86	0.837
I clearly understand how my daily work contributes to realizing the vision.	3.71	0.99
The organization uses measurable goals and key performance indicators to monitor vision realization	3.44	0.98
I use visual tools (such as dashboards or strategy maps) are used to track progress against the vision	3.48	1.15
The vision realization plan of my organization is regularly reviewed and updated as needed	3.58	0.99
My organisation’s vision is built right into our planning process.	3.73	0.96

Figure 2 employee optimization

Source : primary data

OPTIMIZATION OUTCOME	MEAN	STANDARD DEVIATION
I feel that the skills and competencies of employees are well aligned with job requirements	3.85	0.997
Training and development initiatives have enhanced my ability to perform effectively.	3.76	0.903
I have noticed that Work processes have been optimized to reduce unnecessary tasks and improve efficiency.	3.57	0.908
Collaboration among employees has improved due to optimization efforts	3.62	1.04
I understand that Employee roles and responsibilities are clearly defined and optimized.	3.47	1.09
The organization provides sufficient resources to support employee performance.	3.46	1.07
I feel that Communication about optimization initiatives is clear and transparent	3.61	1.02

Figure 3 employee engagement

EMPLOYEE ENGAGEMENT	MEAN	STANDARD DEVIATION
There are clear career development paths available to me.	3.79	1.01
I feel supported by management in my professional growth.	3.63	1.09
The workplace environment encourages continuous learning and improvement	3.49	1.03
Resources such as coaching and mentoring are available to support my development.	3.52	1.11
I am given opportunities to apply new skills and knowledge in my role.	3.56	0.975
My organization recognizes and rewards improvements in employee performance.	3.47	1.09
I feel motivated to enhance my skills and competencies at work.	3.78	1.02

Source : primary data

DATA ANALYSIS AND INTERPRETATION

Reliability test:

Table 1 shows reliability analysis

The reliability of the scale was assessed using Cronbach's alpha. the results indicate an alpha value of 0.955, **excellent internal consistency in reliability**. the scale consists of 21 items and the standard deviation of 0.737 indicates adequate variability in response, confirming the suitability of the further statistical analysis.

Relationship between vision realization planning and employee optimization

The relationship between VRP and employee optimization was examined using a chi -square test of independence. The table 1 is shown

Table 1.1 : VRP and employee optimization (N=112)

VRP LEVEL	LOW OPTIMIZATION	MEDIUM OPTIMIZATION	HIGH OPTIMIZATION	TOTAL
LOW	86	6	0	92
MEDIUM	5	6	0	11
HIGH	2	0	7	9
TOTAL	93	12	7	112
	Standard deviation (SD)		0.737	
	Cronbach’s alpha (α)		0.955	

Source ;

A chi square

test indicated a significant relationship between VRP and employee optimization, $\chi^2(4, N = 112) = 109, p < .001$. this suggests that employees with higher VRP scores tend to exhibit higher levels of optimization. The majority of employees with low VRP were in the low optimization category (86 out of 92) , while most employees with high VRP were in the high optimization category (7 out of 9).

Relationship between vision realization planning and employee engagement

the relationship between VRP and employee engagement was similarly assessed with using a chi square test, as presented in table 2.

Table 1.2 vision realization planning and employee engagement(N=112)

VRP LEVEL	LOW ENGAGEMENT	MEDIUM ENGAGEMENT	HIGH ENGAGEMENT	TOTAL
LOW	84	8	0	92
MEDIUM	5	6	0	11
HIGH	1	1	7	9
TOTAL	90	15	7	112

Source : primary data

The chi -square test revealed a significant relationship between VRP and employee engagement , $\chi^2(4, N = 112) = 104, p < .001$. employees with higher VRP scores were more likely to exhibit higher engagement levels. most employees with majority of employees with low VRP were in low engagement category (84 out of 92) , whereas the majority of the employees with high VRP were in the high engagement category (7 out of 9).

Interpretation

These findings indicate strong relationship between VRP and both employee optimization and engagement. Higher VRP scores coincide to higher level of employee outcomes, confirming the importance of effective vision realization in engaging employee performance .

Table 2 linear regression predicting employee engagement from vision realization planning

PREDICTOR	B (UNSTANDARDIZED)	SE	T	P	Ho
INTERCEPT	4.474	1.923	2.33	0.022	Reject Ho
VRP	0.798	0.072	11.02	<0.001	Reject Ho

Source : primary data

◆ **Model fit: R=0.724, R² = 0.525, ADJUSTED R²=0.520, F (1,110) =121, P<0.001**

A simple linear regression analysis was conducted to examine the effect of vision realization planning on employee engagement among employee (N=112). The regression model was statistically significant (1,110) =121, p<0.001, indicating a good model fit. The model explained 52.5% of the variance in employee engagement (R² = 0.525, ADJUSTED R²=0.520). vision realisation planning as a significant positive predictor of employee engagement (B=0.798, t11.02, p<0.001), therefore, the null hypothesis was rejected so VRP has significant effect on employee engagement.

TABLE 3 Independent Samples T-Test for Total Employee Optimization (Full-time vs Part-time)

VARIABLE	GROUP	N	MEAN	SD	t	P	df	Cohen's d
Employee Optimization		89	26	5.18				
	Full time				2.41	0.018	110	
					0.561			

	Part time	23	22.9	6.38	
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Source : primary data

An independent sample t test conducted to compare total employee optimization scores between full time and part time employees. Full time employees (M=26, SD=5.18, n=89) showed significantly higher scores than part time employees (M=22.9, SD=6.38, n=23) $t(110) = 2.41, p = 0.018$. the mean difference SE=1.27 Suggest the full-time employees had greater optimization. The effect size was medium, Cohen's $d = 0.561$. Levene's test confirmed that assumption of equal variances was satisfied $f = 1.51$ overall the full-time employees performed better in total employee optimization compared to part time employees

Major Findings;

- ✓ There is a significant link between vision realization planning and employee optimization , employees exposed to higher level of Vision Realization planning tend achieve better optimization results
- ✓ Vision realization planning is also significantly connected to employee engagement , with higher VRP levels to increased engagement and also vision realization strengthening employee performance.
- ✓ Vision realization planning strongly improves employee engagement. employees are more engaged when the organization clearly plans and communicate its vision. This factor explains a large part of employee engagement, showing that good planning and direction than employment type
- ✓ Full time employees are more optimized than part time employees. Full time employees perform better in terms of employee optimization compared to part time employees and this difference is statistically significant
- ✓ Employee engagement is mainly influenced by organizational planning, while employee optimization is influenced by employment type
- ✓ To improve employee engagement, organization should focus on clear vision and planning; to improve employee optimization they should pay attention to employment structure and support for part time employees

Suggestion:

1. Organizations should implement initiatives that strengthen engagement including workshops, mentorships and goal setting with organizational vision.
2. Vision realization planning predicts engagement, communicate organizational vision clearly and involve employees in planning and decision-making processes to foster higher engagement.
3. full time employees showed higher optimization and engagement. To balance this, organisations should provide targeted training, development opportunities and recognition to part time

Conclusion:

This study highlights the importance of effective vision realisation planning promoting employee engagement and optimization. It can be achieved across different employment types through work optimization may vary. Individuals' roles with organisational goals and supporting employee development improves overall performance. Organisation should focus on planning, engagement, optimization to achieve better outcomes. Overall vision realisation planning and optimization are key to employee engagement and organisational success.

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