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A Study on Employee Engagement among Employees Working in Halol Based Pharmaceutical Company

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ABSTRACT

The concept of Employee Engagement is getting more and more acceptance and recognition. Employee engagement is the level of commitment and involvement an employee has towards their organization and its values. An engaged employee is aware of business context, and works with colleagues to improve performance within the job for the benefit of the organization. It is a positive attitude held by the employees towards the organization and its values.

Employee engagement is defined as the degree to which an employee feels a sense of attachment to the organization, satisfied with their jobs, feel valued, and experience collaboration and trust. The end result is a high performing company where people are flourishing and productivity is increased and sustained. Employee engagement determinants are the factors which contribute in the process of engagement to happen in organization. Engaging a huge workforce has also become important for the manufacturing.

Nowadays, it is globally recognized that managing human resources is the basic job of management. Further, human resource management / human resources development have also now accepted it as the most spectacular aspects of management in India. Today the employees of the organizations are looking for a more engaging job, better work environment, not only challenging job but also satisfaction of higher order needs such as autonomy, participation, corporate status, etc.

This study has been carried out to study the perception of Employee Engagement in Top and Middle level functionaries in the organization. It carries out to study the various factors i.e health & safety, security and safety, work environment, training and development, Job Satisfaction, Recognition and appreciation and communication and feedback . The study focuses on how employee engagement is an antecedent of job involvement and what should company do to make the employees engaged.

Introduction

Employee engagement is a fundamental concept in the effort to understand and describe, both qualitatively and quantitatively, the nature of the relationship between an organization and its employees. An "engaged employee" is defined as one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization's reputation and interests. An engaged employee has a positive attitude towards the organization and its values. In contrast, a disengaged employee may range from someone doing the bare minimum at work (aka 'coasting'), up to an employee who is actively damaging the company's work output and reputation. An organization with "high" employee engagement might therefore be expected to outperform those with "low" employee engagement. Employee engagement first appeared as a concept in management theory in the 1990s, becoming widespread in management practice in the 2000s, but it remains contested. It stands in an unspecified relationship to earlier construct such as morale and job satisfaction. Despite academic critiques, employee engagement practices are well established in the management of human resources and of internal communications. Employee engagement today has become synonymous with terms like 'employee experience' and 'employee satisfaction'. The relevance is much more due to the vast majority of new generation professionals in the workforce who have a higher propensity to be 'distracted' and 'disengaged' at work. Employee engagement is the level of commitment and involvement an employee has towards their organization and its values. An engaged employee is aware of business context, and works with colleagues to improve performance within the job for the benefit of the organization. The organization must work to develop and nurture engagement, which requires a two-way relationship between employer and employee.

Objective of the study

- To study the level of employee engagement of employees those who are working in pharmaceutical industry.

- To identify the areas to improve employee engagement level of employees those who are working in pharmaceutical industry.

- To provide them a better work experience

- To study the employee's views on employee engagement.

Methodology

Data was collected by google form the data was collected from pharmaceutical company which is situated in Halol.

Sample and Sampling Methods

Universe

The universe of the research comprises of all the employees belonging to different departments of pharmaceutical company which are situated halol . The diverse group of employees ranging from functional level employees to middle level.

Sample size

A sample size of 51 employees belonging from pharmaceutical companies situated in Halol , belonging from the executive level to top management from various departments was chosen.

Sampling Method

Sampling can be explained as a specific principle used to select members of population to be included in the study. It has been rightly noted that ―because many populations of interest are too large to work with directly, techniques of statistical sampling have been devised to obtain samples taken from larger populations. The sampling method adopted for the research is Probability sampling i.e. Probability sampling method, Random sampling method, Accidental sampling method.

Tool for Data collection

 The tool used for data collection is questionnaire. The tool works as a questionnaire where people were ready to fill it on their own at their own convenience but within the time limit set by the organization.

Variable under the study:

 The researcher measured the employee engagement level though different dimensions:

Treatment of data:

1. Health and welfare
2. Security and safety
3. Work environment
4. Training and development
5. Job satisfaction
6. Recognition and appreciation
7. Communication and feedback

Findings

Findings

Background Information of respondents

- The data indicates that majority of respondents (60.8%) are male respondents.

- It was found that majority of respondents (68.6%) are married.

Health & Safety

- The data indicates that majority of respondents (98%) agree that there is cleanliness of work area as per required norms.

- It was found that majority of respondents (88.2%) agree that there is physical working environment in their work area.

- The data indicates that majority of respondents (82.4%) agree that medical & covid 19 insurance provided by their company .
- It was found that majority of respondents (92.2%) agree that washrooms are clean & hygienic at their workplace.
- The data indicates that majority of respondents (74.5) agree that their company provide them training and awareness program related to health.

Safety & Security

- It was found that majority of respondents (84.3%) agree that their company have safety of area as per the required norms.
- The data indicates that majority of respondents (76.5%) agree that their company has given priority about safety and health of employees at their workplace.
- It was found that majority of respondents (100%) agree that there is a first aid facility is provided at their workplace.
- The data indicates that majority of respondents (74%) agree that they are having job security at their workplace.

Work Environment

- It was found that majority of respondents (60.8%) agree that there is support for balancing their work and personal life.
- The data indicates that majority of respondents (68.6%) agree that their job contributes success to their company.
- It was found that majority of respondents (70.6%) agree that they understand the department service standard.
- The data indicates that majority of respondents (62.7%) agree that there is good cooperation among all departments in the company.
- It was found that majority of respondents (100%) agree that company has positive impact on society.
- The data indicates that majority of respondents (82.4%) agree that they experience positive & lively environment at their workplace.
- It was found that majority of respondents (68.6%) agree that they get enough opportunities to grow in their current role.

Training and Development

- The data indicates that majority respondents (92.2%) agree that they have received the training to do their job effectively.
- It was found that majority of respondents (60%) agree that they have receive effective support to develop their skills and talents.
- The data indicates that majority respondents (68.6%) agree that their company provide them appropriate training which is helpful for them in day to day life application.

Job Satisfaction

- It was found that majority of respondents (74.5%) agree that they will recommend this company as place to work.
- The data indicates that majority of respondents (68.6%) agree that their job provides them opportunities to experience a real sense of personal achievement.
- It was found that majority of respondents (100%) agree that they get an opportunity to socialize with other colleagues.

Reward and Recognition

- The data indicates that majority of respondents (44.5%) agree that they are recognized for good job by others in the company.
- It was found that majority of respondents (100%) are agree that company has a good recognition scheme of monetary and non- monetary rewards.

Communication & Feedback

- The data indicates that majority of respondents (72.5%) are agree that the idea which they give are being encouraged by their company.
- It was found that majority of respondents (68.6%) are agree that they feel comfortable giving feedback to the co-worker and supervision.

Suggestions

- Learning opportunities are good at individual level but learning opportunities should be increased at inter departmental level so that employees interact with each other and hence to increase effective cooperation between departments.
- The employees should be given some more job security so that they will remain for long time in the organization and will never leave the organization.
- Only few employees have a view that they have good future career opportunity in the organisation which needs to be checked which is also affecting attrition rate of the company.
- Communicating with employees regularly helps ensure everyone understand the business objectives and goals, as well as their place in achieving it. But with ever-changing technology and new ways to communicate being developed every day, businesses must ensure that they are reaching their people in a way that suits them.

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