



A Study on Employees Engagement and Their Impact on Employee Performance

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ABSTRACT

The Statement of problem of research is "A study on employee engagement and their impact on employee performance at Umedica laboratories Pvt Ltd" Descriptive design is used in order to measure the impact of employee engagement on employee performance and to obtain the information about the current status of the employees. The research plan of researcher is to "The research has researched with the objective of the "To study the impact of employee engagement on employee performance." For fulfilling the objective researcher has collected primary data source. The aim of the research is to study the following objectives: To study the impact of employee engagement on employee performance. To study the relationship between employee engagement and organization performance and its outcomes.

Keywords: Employee engagement, Chi square test, Reliability test, Research, employee performance

Introduction

Engaged employees care about their work and about the performance of the company, and feel that their efforts make a difference. Employee engagement is extent to which employee feel passionate about their jobs, are committed to organization and put their work. Engaged employees look at the whole of the company and understand their purpose, where and how they fit in. Employers can encourage employee engagement in many ways, including communicating expectations clearly, offering rewards and promotions for excellent work, keeping employees informed about the company's performance, and providing regular feedback Importance Of Employee Engagement Engaged employees will stay with the company, be an advocate of the company and its products and services, and contribute to bottom line business success. Categories Of Employee Engagement Engaged Employees: The engaged employees are those who work with full passion and are emotionally attached to the organization. Employee engagement describes the level of enthusiasm and dedication a worker feels toward their job. Business leaders need to understand the key benefits of employee performance so that they can develop consistent and objective methods for evaluating employees. Advantages of employee performance: Employees are motivated to improve their performance.

Literature Review

Dr. J. Anitha (2014) "Antecedents of Employee Engagement and their Impact on Employee Performance" Carried on a study to identifying key factors that contribute to employee engagement through a wide literature survey and to finding the strength of relationship between employee engagement and employee performance. Questionnaire was used to collect the data. Regression analysis was used to validate the model and to find the impact of employee engagement on employee performance. She concluded that enhancing working environment in all its aspects including physical and emotional environment, effective leadership, co-worker relationship results in employees having a healthy engagement with their work and there by his/her performance also increases. **Ng Kim Soon (2015) "Employee Engagement and Job satisfaction"** Carried on a study to find the components of employee engagement, components of job satisfaction and to study the relationship between employee engagement and job satisfaction. Self administrated questionnaire was used to collect the data. Reliability analysis, correlation analysis and regression analysis techniques were used to analyse the data. At last he concluded that the components of employee engagement which are also drivers of engagement are the transformational leadership, transactional leadership, employee communication, organizational communication and employee involvement. **Vishal Gupta and Sushil Kumar (2013) "Impact of performance appraisal justice on employee engagement: a study of Indian professionals"** Performance appraisal is one of the foremost necessary human resource management practices because it yields essential decisions integral to varied human resource actions and outcomes. The aim of this study is to explore the connection between perceptions of performance appraisal fairness and

worker engagement within the Indian business context. **Pragati vasani, Vaishali pillai (2019)** “to study on employee engagement and their impact on employee performance” the objectives of this research report to study the impact of employee engagement on employee performance. To study the factors affecting employee engagement. To study the job satisfaction of employee under he context of employee engagement. Questionnaire was used to collect the data. At last they concluded that employees are fully satisfied with the overall performance of the company. Employees get the information needed to perform the job. All the factors of Employee engagement are affecting the employee performance in the positive way at the organization. All employees are satisfied with the overall compensation of the organization. Organization can provide the training to all the employees; clearly communicate the goals, strategies, policies to the employees. **Dr. Pratima Sarangi and Dr. Bhagirathi Nayak (2016)** “Employee Engagement And Its Impact on Organizational success- a study in manufacturing company, India” Carry on a study to identifying the current level of employee engagement and the work related aspects which needs to be improved for the purpose of employee engagement. Questionnaire is used as the tool for the data collection descriptive statistics techniques used to analyse data. At last they concluded that the current level of employee engagement and the work related aspects need to be improved for the purpose of effective employee engagement.

Research Methodology

The Statement of problem of research is “A study on employee engagement and their impact on employee performance at Umedica laboratories Pvt Ltd” Descriptive design is used in order to measure the impact of employee engagement on employee performance and to obtain the information about the current status of the employees. Researcher’s entire study is based on primary data. The data collection of the research includes of secondary data also. The secondary data are collected with the help of journals, research papers, etc. Researcher had used questionnaire to collect the data. For collecting the response from the employees convenience sampling method which is a classification of Non probability sampling method is used and the selected sample size is 121 employees. The scope of study is it will help to know the impact of employee performance on the employee engagement. The research plan of researcher is to “The research has researched with the objective of the “To study the impact of employee engagement on employee performance. ” For fulfilling the objective researcher has collected primary data source. After collecting the data that were coded and interpreted accordingly.

Research Objectives

The aim of the research is to study the following objectives:

- To study the impact of employee engagement on employee performance.
- To study the relationship between employee engagement and organization performance and its outcomes.

Interpretation & Analysis

Table 1: Reliability Statistics

Reliability Statistics	
Cronbach's Alpha	N of Items
.833	5

Cronbach's alpha: .833, the standard value is at 0.5 but over here it's highly reliable, so all the questions were found reliable.

Table 2: Reliability Statistics

Reliability Statistics	
Cronbach's Alpha	N of Items
.765	4

Cronbach's alpha: .765, the standard value is at 0.5 but over here it's highly reliable, so all the questions were found reliable.

Findings of the study

Employees were found highly satisfied with the overall compensation at the organization. Employees are regularly awarded and recognized for doing good work. The work place health and safety is considered to be at least as production and quality. It was found that employees are 53% male and 47% female in the Company. The population of the employee is almost equal. Majority of employees are in age of 21-30 which shows that they are experienced and young employees. 63.9% employees in the organization are earning income of 10,000 -15,000. Employer encourages their employee to participate in the organization activity. There is a strong feeling of teamwork and participation in the organization. The study indicates that they provide right training when new systems/tools are introduced in the organizations. The communication is a two-way process in company. Majority of the employees are satisfied with the organization's policies on rewards and recognition.

Conclusion

Based on the above analysis it is concluded that Employees are fully satisfied with the overall performance of the company. Employees get the information needed to perform the job. In demographic profile it is concluded that compared to female employees, male employees are more. Majority of them are the age of 21-30. All the factors of Employee engagement affect the employee performance in the positive way. The relationship between employee engagement and organizational performance is positive. Organization provides the training to all the employees; clearly communicate the goals, strategies, to the employees.

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