



A Study on Employee Engagement with Reference to ABB India Limited at Bangalore

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ABSTRACT

The study reveals that A Study on Employee Engagement with Reference to ABB India Limited at Bangalore. The study targets at inspecting the effectiveness of employee engagement supplied to the employees on their performance. The objectives of the study are to learn about the quite a number element affecting employee engagement and to pick out how employee engagement element affects the employee performance. The study was based on data collecting from various sources like primary data, secondary data and structured questionnaire were designed to collect data from randomly sampled respondents. An analytical technique like the anova, descriptive test was applied to analyze the data collected from the study. The current study reveals that a number of characteristics that tend to influence employee engagement among employees and trainees. Overall, training and development to improve employee performance, company culture and recognizing employees for their hard work and success were rated essential. At work and conducting employee retention programs.

Keywords: Employee engagement, employee performance, job satisfaction, Human resource

INTRODUCTION

Employee engagement is a human resources (HR) concept that describes an employee's enthusiasm and self-discipline to their process. Employees who're engaged care about their artwork and the organization's normal overall performance, and they receive as proper with that their efforts make a difference. An engaged employee is stimulated via more than a paycheck and may undergo in thoughts their fitness to be linked to their normal overall performance and consequently instrumental to the achievement of their organization.

Employee engagement can also be due a several factors, such as a loss of recognition via managers, bad business enterprise communication and a lack of facts of the organizations project and engagement efforts. Employee engagement is a strategic employer intention now increased than ever due to the truth engaged personnel time duration employee retention, higher employee universal performance, advanced artwork quality and organizational success.

Project is a great opportunity for students to have a piece of good knowledge about the organization it is useful for students to understand the corporate environment. It helps in a very efficient manner with appropriate guidelines provided by the guide. The 12-weeks project was undertaken on a study on employee engagement with reference to ABB India Limited at Bangalore.

OBJECTIVE OF THE STUDY

1. To study on the various factor affecting employee engagement.
2. To identify the employee engagement factors influencing the employee performance.

METHODOLOGY

The type of research is Descriptive Research. Descriptive research is attempted to depict the circumstances, network, wonders, results, or program. The fundamental objective of this sort of research is to portray the information and attributes about what is being examined. The sampling method used is probability simple random method for the survey. For the survey was conducted only in three departments such as Drives, Process Automation and Motors as a sampling method for the survey. The respondents collected from 128 trainees and employees out of 1500 employees in the company.

Hypothesis: To obtain the objective of this research work, the following hypotheses shall be tested. The hypotheses are noted in Null form and shall be tested to both confirm and reject the Null speculation as the case may additionally be.

H₀: There is no significant difference between employee engagement and employee performance.

H₁: There is a significant difference between employee engagement and employee performance.

RESULTS AND DISCUSSION

According to the findings, employee engagement has an influence on the overall performance and productiveness of an organization. Employee happiness is improved when personnel are concerned in the organization. Certain human beings might also be unwilling to take part in agency way of life programs. As a result, it can be solved via interacting and keeping unique activities. Strict provisions have to be mounted to make certain that work is carried out in the most fantastic and expert manner possible.

As stated at the outset of this study, the study assisted in identifying some determinants of employee engagement whose perceived levels differed for the trainees and employees. By the study it is acceptable to conclude that these variables may play a significant impact in determining employee engagement in ABB India Limited.

CONCLUSION

The investigation of the distinctive consultant benefits and its penalties for employee profitability acquires a mild that the current blessings are taken by means of the organization. There is no exchange in the working stipulations to advise and beautify adequacy of the employee advantages welfare measures in mild of the truth that the agency is giving each and every one of the benefits and welfare measures and moreover amazing workplaces beautifully the place each one of the representative and works are fulfilled of the blessings workplaces given with the aid of the business enterprise due to the fact of which there is a first rate connection between the people and the corporation the place the profitability of the employee increments and the fame of the enterprise likewise increments.

The current study reveals a number of characteristics that tend to influence employee engagement among employees and trainees. Overall, training and development to improve employee performance, company culture and recognizing employees for their hard work and success were rated essential. At work and conducting employee retention programs.

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