



A STUDY ON EMPLOYEE ENGAGEMENT

Mr. N. PARTHIBAN¹, Ms. S. YOKESWARI²

¹Final Year MBA Student/Department of Management Studies IFET College of Engineering, IFET Road, Gangarampalayam/ Villupuram- 605 108

²Assistant professor/Department of Management Studies/ IFET College of Engineering, IFET Road, Gangarampalayam/Villupuram- 605 108

ABSTRACT:

An employee's level of interest and dedication to their organisation and its principles is known as employee engagement. An engaged worker cooperates with coworkers to enhance performance at work for the good of the company and is conscious of the surrounding circumstances. Employees have a positive attitude towards the company and its principles. The article focuses on what an organisation should do to engage people and how employee engagement precedes work engagement. The study's goals are to gauge how satisfied workers are with their jobs. Employee engagement is influenced by various elements inside the organisation, including work, internal communication, and work engagement. The research methodology explains the methods and instruments utilised in the data collection process. There are 150 employees in the sample. Chi-square and correlation are the statistical methods that are applied. The organisation has been presented with observations, results, and ideas. It is our goal that the organisation would consider these and attempt to adopt them in the future to boost productivity.

Keywords: Collaboration, Recognition, Feedback, Communication, Development, Empowerment, Trust, Well-being, Inclusivity, Purpose.

1.1 INTRODUCTION:

A good introduction to employee engagement can highlight its importance in developing a positive workplace culture and making the organization successful. It can affect how productive, loyal and innovative engaged employees can be. Additionally, it can refer to the role of leadership in creating an environment where employees feel valued, empowered, and motivated to do their best. Presentations can also cover various aspects of employee engagement, such as communication, recognition, development opportunities and worklife balance, and incorporate how to work for successful employees.

1.2 REVIEW OF LITERATURE

Employee engagement and performance: a systematic literature review, Błażej Motyka, International Journal of Management and Economics 54 (3), 227-244, 2018: A review of literature lays a solid foundation for knowledge development. It exposes areas where studies are yet to be conducted and assists in theory advancement [Webster et al., 2002]. This article is of the systematic review type, with elements of bibliometric analysis.

Outcomes of engagement: A systematic literature review and future research directions, Dorothea Kossyva, Georgios Theriou, Vassilis Aggelidis, Lazaros Sarigiannidis Heliyon, 2023: This study aims to present a systematic literature review of high-quality contributions in the research area of engagement focusing on studies that examine engagement outcomes.

Role of HRM Practices in Enhancing Employee Engagement: A Literature Review. SA Mufeed, IUP Journal of Management Research 22 (3), 2023: Globally, employee engagement is a key corporate concern and the notion is acquiring significant importance in managerial and academic circles.

Human resource management practices and employee engagement K Goyal, A Nigam, N Goyal International Journal of Human Capital in Urban Manage 8 (4), 559-572, 2023 BACKGROUND AND OBJECTIVES: Employee engagement has emerged as a critical factor for organizations seeking to enhance productivity, foster employee well-being, and gain a competitive advantage.

1.3 RESEARCH GAP:

They explore its relationship with performance, profitability, human resource management and productivity, and highlight its important role in improving employee wellbeing and competitive advantage. However, although these reviews provide useful information, further research is needed to address gaps in understanding and advance theoretical knowledge in the field.

1.4 OBJECTIVES OF THE STUDY

- To understand the concept of employee engagement.
- To identify the problematic areas and towards improvement of employee Engagement.

1.5 DEFINITION OF RESEARCH METHODOLOGY:

Research methodology is a specific process or method used to identify, select, process and analyze information about a topic words. In a research paper, the methodology section allows the reader to evaluate the validity and reliability of the study. Five design questions.

1.6 SAMPLE SIZE AND SAMPLING:

A sample size of 150 participants was selected using simple convenience sampling technique to collect the research data.

A sample takes a small portion of the entire population to represent the entire data set; Here, each member has an equal chance of being elected. Researchers can easily generate random samples using methods such as lotteries or random draws. Tables based on frequency distribution were created using percentages to make the explanation of the collected data easy to understand.

1.7 STATISTICAL TOOLS USED:

The following statistical tools were used to prepare and interpret the collected data. Includes:

- Percentage analysis
- Chi square analysis
- Correlation analysis

1.8 PERCENTAGE ANALYSIS

Company recognize and reward high performance

Particulars	Frequency	Percentage
Strongly agree	25	16.7
Agree	47	31.3
Neutral	51	34.0
Disagree	19	12.7
Strongly disagree	8	5.3
Total	150	100

Table no: 1.1 Company recognize and reward high performance

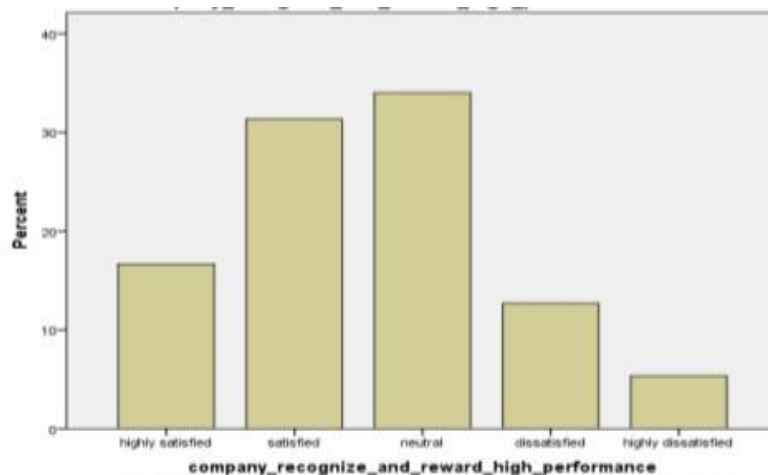


Fig no: 1.2 Company recognize and reward high performance

REFERENCE :

From the table above, 34.0% of the employees have a negative attitude towards the company's high performance being recognized and rewarded, 31.3% of the employees are satisfied with the company's high performance being recognized and rewarded, and 16.7% are satisfied with the company's high performance being recognized and rewarded. He appears to be satisfied. level employees. 5.3% of employees who are satisfied that their company is recognized and rewarded for their high performance are dissatisfied that their company is recognized and rewarded for their high performance.

TEAM BUILDING ACTIVITIES AND EVENTS ORGANIZED

Particulars	Frequency	Percent
Highly satisfied	31	20.7
Satisfied	38	27.3
Neutral	71	47.3
Dissatisfied	9	6.0
Highly Dissatisfied	1	0.7
Total	150	100.0

Table no: 1.2 Team building activities and events organize

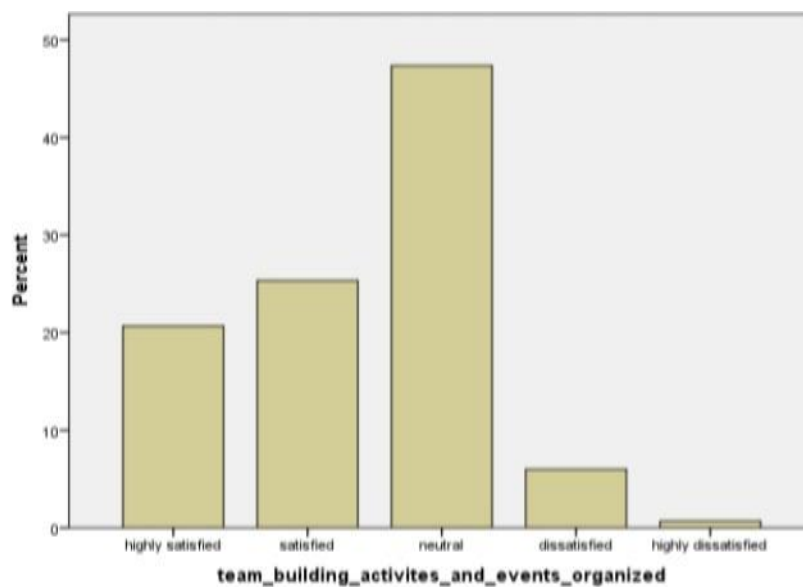


Fig no.1.2 Team building activities and events organize

INFERENCE

From the above table, it can be seen that 47.3% of the employees have an average attitude towards team building projects and selfcreated projects, 25.3% are sufficiently focused on team building activities and selfcreated activities, and 20.7% are positive about team building activities. It can be calculated that they have an average attitude towards their activities and the activities they create themselves. 6.0% of employees engage in team building activities and organizational activities on their own. 6.0% of employees are dissatisfied with team building activities and organizational activities and 0.7% of employees are yes very much. They are not satisfied with their team building activities and organizational work.

Current level of employee engagement

Particulars	Frequency	Percent
Strongly Agree	35	23.3
Agree	26	17.3
Neutral	62	41.3
Disagree	22	14.3
Highly Disagree	5	3.3
Total	150	100.0

Table no.1.3 Current level of employee engagement

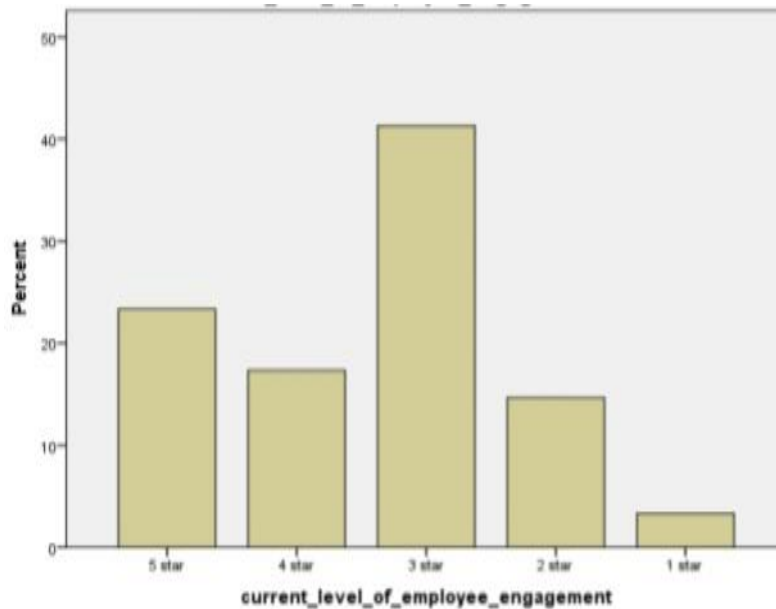


Fig no.1.3 Current level of employee engagement

Inference

The above table, it is inferred that 41.3% of the employees are 3 star with their current level of employee engagement, 23.3% of the employees are 5 star with their current level of employee engagement, 17.3% of the employees are 4 star with their current level of employee engagement, 14.7% of the employees are 2 star with their current level of employee engagement, 3.3% of the Employees are 1 star with their current level of employee engagement.

Given amount of responsibility

Particulars	Frequency	Percent
Strongly Agree	25	16.7
Agree	32	21.3
Neutral	42	28.0
Disagree	31	20.7
Highly Disagree	20	13.3
Total	150	100

Table no.1.4 Given amount of responsibility

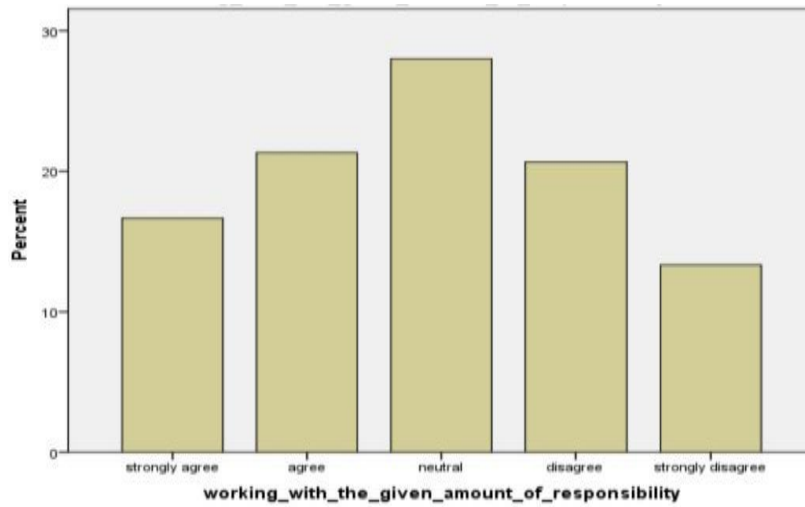


Fig no.1.4 Given amount of responsibility

Inference

The above table, it is inferred that 28.0% of the employees are neutral with their working with the given amount of responsibility, 21.3% of the employees are agree with their working with the given amount of responsibility, 20.7% of the employees are disagree with their working with the given amount of responsibility, 16.7% of the employees are strongly agree with their working with the given amount of responsibility, 13.3% the employees are strongly disagree with their working with the given amount of responsibility.

1.9 CHI-SQUARE ANALYSIS

Null hypothesis

H0: There is no significant association between the experience of the respondent and the performing best of your ability.

Alternative hypothesis

H1: There is a significant association between the experience of the respondent and the performing best of your ability.

Summary of the Chi-Square

Particulars	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Experience of the respondent & The performing best of your ability.	150	100.0%	0	0.0%	150	100.0%

Table. No. 1.7 Summary of the Chi-Square

Particulars	Value	Df	Asymp. Sig. (2-sided)

Pearson Chi-Square	7.875^a	12	.795
Likelihood Ratio	9.068	12	.697
Linear-by-Linear	.869	1	.351
N of Valid Cases	150		

Table. No. 1.8 Chi-Square Test

Inference

From the above table, the significant value is $p=.795$ which is greater than 0.05. So, null hypothesis is accepted, it reveals that there is no significant association between the experience of the respondents and the performing best of your ability.

1.10 CORRELATION ANALYSIS

Null hypothesis

H0: There is no significant association between the satisfaction of physical work environment and level of trust between employees and management

Alternative hypothesis

H1: There is significant association between the satisfaction of physical work environment and level of trust between employees and management.

	Particulars	Satisfaction of physical work environment	Level of trust between employees and management
Satisfaction of physical work environment	Pearson Correlation	1	-
	Sig. (2-tailed)		.055*
	N	150	150
Level of trust between employees and management	Pearson Correlation	-	1
	Sig. (2-tailed)	.055*	.502
	N	150	150

Table no: 1.9

INFERENCE

The value $r = -0.55$. It indicates that there is a negative correlation relationship between the satisfaction in current job and level of interest in job. So, null hypothesis (H0) is accepted, this reveals that there is no significant relationship between the satisfaction in current job and level of interest in job

1.11 SUGGESTIONS

- It has been identified that most of the employees are having neutral opinion about the prior intimation of information. Organization may check once that the prior information has been reached properly to all the employees on time.
- The organization could check that the workload given to the employees to reduce the stress made by the work deadlines.
- The organization may improve the physical working condition improve the employees' performance in their work.
- It has been identified that satisfaction of the job does not come from the level of interest of employees in the work. So, the organization can provide them appropriate reward and recognition for their performance which helps to improve their satisfaction in the job.

1.12 LIMITATIONS OF THE STUDY

- Getting a response from the employees was very difficult as they had only very little free time.
- Some of the workers were reluctant to respond to the questionnaire due to fear.

1.13 CONCLUSION

It is useful to have practical knowledge out of theoretical knowledge Employee Engagement in the organization is important to increase productivity and to maximize the profit. It ensures that it helps to reduce the employee turnover in the organization. From the findings and suggestions, it is clear that there is a need to make efforts to those who are not engaged in the work. This can be possible by keeping them involving in various activities apart from their routine work.

REFERENCES:

1. Kothan CR, Research Methodology- Methods and Techniques, New Age Intenational (p)Ltd., Publisher, New Delhi, Second Edition.
2. Aswathappa.K, Human Resources and Personnel Management, Tata McGraw Hill, New Delhi.
3. Applewhite, Phillip B., Organizational Behavior, Prentice-Hall, New Delhi, Englewood Chiffs,
4. Aswathappa, Human Resource and Personnel Management, Tata McGraw Hill, New Delhi.
5. Aswathappa, Human Resource Management, Tata McGraw Hill, New Delhi.
6. Blum, Milton L, Industrial Psychology and Its Social Foundations, Harpe R& Row, New York.
7. Davis, Keith, Human Behavior at Work, Tata McGraw Hill Publishing Company, New Delhi.