

A STUDY ON EMPLOYEE ENGAGEMENT TOWARDS MOTHY SPINNER PRIVATE LIMITED WITH REFERENCE TO ERODE

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ABSTRACT

Employee Engagement is essentially for helping the employees to plan their practices in terms of their capacities within the context of organisation. For the purpose of the engagement practices and development of the study is conducted to find out whether the devising point of the organizational system of practices movement and growth opportunities from the point of entry of an individual in employment. The need is also to find out whether the Employee Engagement Practice provides him an answer to where he will be in the organisation in future or what are the prospectuses of his growth in the organisation. It is Important that the engagement practice is not only an event or an end in itself but also a process of human resource development. Keeping this in mind the researcher conducted this study to find out and fulfill the objectives if the study.

Keywords: Employee Engagement, practices movement, growth opportunities, human resource development

1. INTRODUCTION

Employee engagement is a Human Resources (HR) concept that describes the level of enthusiasm and dedication a worker feels toward their job. Engaged employees care about their work and about the performance of the company, and feel that their efforts make a difference. An engaged employee is in it for more than a pay check and may consider their well-being linked to their performance, and thus instrumental to their company's success. 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.

2. OBJECTIVES OF THE STUDY

- ✓ To determine the extent to which employee engagement relates to organizational commitment among the industry.
- ✓ To ascertain the extent to which employee engagement relates to organizational citizenship behaviour among selected company.
- ✓ To find out the level of employee engagement by demographic variables (age, gender, work experience and educational qualification).

3. LIMITATIONS OF THE STUDY

- ✓ The research aims to investigate the factors affecting the level of employee engagement in the workplace
- ✓ Many employees are not interested to attend this kind of programme in a regular basis.
- ✓ Few employees avoid giving feedback.

4. METHODOLOGY

RESEARCH DESIGN

The master has picked delegates the industry for the assessment work. To cover the whole individuals, the master has seen the comfort sampling method for the assessment.

SURVEY QUESTIONS

Questionnaire

It is the most regularly utilized instrument in gathering essential information A survey comprising of set of inquiries respondent for his/her answer. The poll is truly adaptable as in there are numerous approaches to pose inquiry.

INTERVIEW PROCEDURES

Sampling

Inspecting might be characterized as "The choice of some piece of a total the premise of which judgment or deduction about the total or totalling is made."

Sampling Techniques

The examining procedure utilized in this examination is Accommodation inspecting, when the populace components for consideration in the example dependent on the straightforward entry, it tends to be called as comfort,

Convenience Sampling

In this strategy, the example units are picked essential on the fundamental of the comfort to the examination.

Test Design

An extent of 120 respondents are picked by utilizing multistage stratified purposive sampling procedure

DATA SOURCES

The essential information for the current assessment are amassed from both major and accomplice information.

Primary Data

The key information was added up to from the experts in vehicle alliance Sector, by particularly orchestrated arrangement.

Secondary Data

With a definitive target of the examination, the optional information are in like way used. The data for optional information are amounted to from different Internet battles, Research articles, magazine, Newspapers, and so forth,

SATISTICAL TOOLS

1. Simple percentage analysis
2. Chi-square investigation
3. Correlation
4. Anova

5. RESULTS AND DISCUSSION

CHI-SQUARE TEST

NULL HYPOTHESIS

H₀: There is no significance relationship between experience at this concern and engagement with management decision making.

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between experience at this concern and engagement with management decision making.

Case Processing Summary

| | Cases | | | | | |
|---|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Experience at this concern * Engagement with management decision making | 120 | 100.0% | 0 | .0% | 120 | 100.0% |

Experience at this concern * Engagement with management decision making

Cross tabulation

| Count | Engagement with management decision making | | | | | Total |
|-------|--|-------|---------|----------|-------------------|-------|
| | Strongly agree | Agree | Neutral | Disagree | Strongly Disagree | |
| | | | | | | |

| | | | | | | | |
|----------------------------|----------------|----|----|----|---|---|-----|
| Experience at this concern | 0-2 years | 36 | 0 | 0 | 0 | 0 | 36 |
| | 2-5 years | 5 | 42 | 2 | 0 | 0 | 49 |
| | 5-7 years | 0 | 0 | 19 | 5 | 0 | 24 |
| | 7-10 years | 0 | 0 | 0 | 3 | 4 | 7 |
| | Above 10 years | 0 | 0 | 0 | 0 | 4 | 4 |
| Total | | 41 | 42 | 21 | 8 | 8 | 120 |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|----------------------|----|-----------------------|
| Pearson Chi-Square | 3.053E2 ^a | 16 | .000 |
| Likelihood Ratio | 253.417 | 16 | .000 |
| Linear-by-Linear Association | 108.419 | 1 | .000 |
| N of Valid Cases | 120 | | |

a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is .27.

Symmetric Measures

| | Value | Asymp. Std. Error ^a | Approx. T ^b | Approx. Sig. |
|-------------------------------|-------|--------------------------------|------------------------|--------------|
| Ordinal by Ordinal Gamma | 1.000 | .000 | 27.841 | .000 |
| Measure of Agreement Kappa | .813 | .042 | 14.952 | .000 |
| N of Valid Cases | 120 | | | |

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

RESULT

Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significance relationship between experience at this concern and engagement with management decision making.

CORRELATION

The table shows that the relationship between remuneration per month and overall opinion about satisfaction on this job.

Correlations

| | | Remuneration per month | Overall opinion about satisfaction on this job |
|--|---------------------|------------------------|--|
| Remuneration per month | Pearson Correlation | 1 | .895** |
| | Sig. (2-tailed) | | .000 |
| | N | 120 | 120 |
| Overall opinion about satisfaction on this job | Pearson Correlation | .895** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 120 | 120 |

** . Correlation is significant at the 0.01 level (2-tailed).

NON - PARAMETRIC CORRELATION

Correlations

| | | Remuneration per month | Overall opinion about satisfaction on this job |
|--|--|-------------------------|--|
| Kendall's tau_b | Remuneration per month | Correlation Coefficient | 1.000 |
| | | Sig. (2-tailed) | .000 |
| | | N | 120 |
| Overall opinion about satisfaction on this job | Overall opinion about satisfaction on this job | Correlation Coefficient | .852** |
| | | Sig. (2-tailed) | .000 |
| | | N | 120 |
| Spearman's rho | Remuneration per month | Correlation Coefficient | 1.000 |
| | | Sig. (2-tailed) | .000 |
| | | N | 120 |
| Overall opinion about satisfaction on this job | Overall opinion about satisfaction on this job | Correlation Coefficient | .898** |
| | | Sig. (2-tailed) | .000 |
| | | N | 120 |

** . Correlation is significant at the 0.01 level (2-tailed).

RESULT

This is a positive correlation. There are relationships between remuneration per month and overall opinion about satisfaction on this job.

6. RECOMMENDATION

The phenomenon of employee engagement is a major concern within HR management across the globe. Recently employee engagement has been heavily marketed by human resource consulting firms that offer advice on how it can be created and leveraged. Employee engagement is a distinct and unique construct that consists of cognitive, behavioural components and emotional states that are associated with individual role performance. As it is commonly

mentioned across different academic journals that: engagement takes its rightful place at the core of any organizational success. Others argue that engagement is the main indicator for leaders and managers across the globe as it is a vital element that could affect organizational effectiveness, innovation and competitiveness. With this being said it is hard to disagree that employee engagement is not an essential part of the organisation. If you are concerned with your employee engagement and you want to know how to increase your employee engagement.

7. CONCLUSION

This study gives an answer that employees who demonstrate higher levels of engagement would much contribute to their organizations with organizational citizenship behaviour level higher. Employee engagement is positively related to organizational citizenship behaviour. From these results it can be concluded that when employees are empowered, they will show organizational citizenship behaviour is the same as when employees have supportive leadership. They will engage in organizational citizenship behaviour, even empowerment and support are the two main factors that involve employees in fidelity. The main difficulty is to find the optimal combination of dispositional and situational factors that would lead to the performance of organizational citizenship behaviour are most effective.

8. REFERENCE

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