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COMPATIBILITY OF EMPLOYEE ENGAGEMENT

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Abstract

Employee engagement is a basic concept in the attempt to recognize and describe qualitatively and quantitatively, it is the connection between the hotel industry and its workers. The research concerning selected in hotel Ruchi Mysore, Aim of the survey is to know the Employee engagement in the Hotel. The present study is connected to the lower-level employees and this study aims to know the employee engagement present in the Hotel. The study includes both primary and secondary data that is used to gather the information, primary data is gathered by distributing a questionnaire to the employees by using the convenience sampling technique method with the help of Linkert's 5 point series method was used for questionnaire. The sample measurement is 67 and used descriptive research method for this study. The statistical device applied percentage and correlation to show the hypothesis. The hypothesis is resulted in positive hence there is no good relationship between employees.

Keywords: Employee Engagement, Corporate Culture, Commitment towards job, Motivation, Productivity, Profitability.

I. Introduction

The year 2019 could bring an enormous measure of arrangement in India's inn's area. The progressing pattern in the loading procedures market is following our conviction that the Indian friend liners showcase today is a fertilizable field for key acquisitions, "said Mandeep Lamba, overseeing chief inns at property advisor JLL India.

The market is developing for purchasing resources however it is to a great extent going to be misery deals. There will be a more noteworthy weight on proprietors who can't meet obligations commitments to structure or offer their advantages. Resources will offer at cost esteem or, at a time, cost short.

The last critical year for the inn exchange advertises in India was 2015, when the market saw bargains worth about rupees 2.423Crore in existing and Brownfield resource. The past high was in 2019 when the bargain totaled rupees 1.673crore.

II. Background of the study

Employers want employees who will do their best work, or 'go the extra mile'. Employees want good jobs that are worthwhile and turn them on. More and more organizations are looking for a win-win solution that meets their needs and those of their employees. What they increasingly say they are looking for is an engaged workforce.

III. Review Of Literature

Malgorzata Baran¹⁵ (2020) The study aims to inspect the link-friendly and non-friendly management with direct energetic and passive involvement in organization management and engagement works. In 2018, a questions-based quantitative study is carried out on a group of 1037 people. Nor Fauzalana Ibrahim²¹ (2020) To know the modern conceptual framework to understand the influence of comfort viewpoint on internal results and through quantify employee engagement. Employee engagement can make an effect on the whole company's performance. Chandini MC⁵ (2019) To identify the critical factors that affect the engagement level of generation Z employees and compare the attitudes of generation X and generation Z employees on critical factors such as monetary benefit, work-life balance, committing mistakes, behaviour in the workspace with that of generation

Z. Suneet Soni²⁸ (2019) The study is conducted to know the impact of company culture on employee engagement and effectiveness with another sector. Employee engagement and effectiveness could prove the parameter to assess the health of the company as such with regards to fulfillment, innovation, commitment, retention, and productivity.

Li sun chanchai¹³ (2019) Synthesize the definition and theoretical basis antecedents and outcome association with employee engagement. two kinds of definitions of employee engagement as a multi-faceted construct and unitary construct multi-faceted construct means which has many sides and it has different aspects or features unitary construct means there should be only one source or one side and it should be one unit. Pragati Jayantibhai²² (2019) To study the impact of employee engagement on employee performance and factors affecting the job satisfaction of employees under the context of employee engagement. Vidya Shree.s³⁰ (2019) To know the impact of employees engaged in organizational development to provide opportunities that measure the performance of an employee to improve the employee engagement limitation. Blazej Motyka⁴ (2018) To comprise the complete study relayed on the ordering and differentiating, the gaps in the present situation and the aim for future identification. To clarify the hypothesis have used various techniques and tools of statistics the most known structural equation modeling. Saloni Devi²⁶ (2018) To develop and validate employee's engagement scale and find out the impact of employee engagement by providing empirical evidence of the relationship of the concepts, a quantitative study was done by distributing the self-administered questionnaire to employees working in private banks. Dr. Khysher Mohd¹² (2018) This aims to know the aspects of employee engagement and the drivers of employee engagement with the help of articles. This is based on articles and data is gathered from websites journals and reference books.

Dr. Shamila Singh⁸ (2018) Determine the levels and analyze the crucial factors that affect and affect employee engagement on company performance gives employee engagement strategies that develop employee engagement. The research design is an exploratory native. Manish Bhalla¹⁶ (2017) To study attempt of different theories of employee engagement. According to the researcher, work engagement is a positive passionate, and affective relation with work that motivates the employees to devote themselves to getting the job complete. Munish¹⁹ (2017) To identify the meaning of retention and engagement of employees in the organization as well as its significance and analyze the factor which can affect the level of retention and engagement of employees. Arti Chandani² (2016) The objective of this article is to clarify what is meant by employee engagement and why it is important. Employee engagement is the extent to which employees feel passionate about their jobs, are committed to being the organization, put discretionary effort into their work. Bhavani SA³ (2016) To measure the level of employee satisfaction at the organization and factors that influences far the effectiveness of employee engagement. The data is collected through the structured questionnaires and the primary dates were collected by interviewing the employees directly statistical tools are done using SPSS. Dr. Pratimasarangi¹⁰ (2016) The main objective of the study is to analyze and interpret the impact of employee engagement on the success of the company using both primary and secondary data. The study uses the 6c's of employee engagement out of 10c's. Nadal AL Mehrzi²⁰ (2016) The purpose of this study to provide the farm work and proposes a conceptual framework it can be used by a practitioner to engage employee engagement and motivate them towards

organizational growth sustainability by literature- based analysis a framework can develop illustrating the linkage between leader, team, perceived organizational support. Prof. Priyadarshni Nidan²⁴ (2016) This sector gives more chances for job enhancement but the withholding of employees most demanding for the retail business because of high productivity and performance analysis shows a comparative study of employee engagement across the retail sector and how it influence employees productivity and impulse in the retail sector.

Dr. B Rose Kavitha⁹ (2016) To know primary aspects of employee engagement and study different aspects of workers' engagement and frametime. It is proactive standards laid by the workers regarding the business and its values. Dr. Pankaj Kumar⁷ (2016) Understanding the relationship between various factors affecting the possible reasons for the difference in engagement levels prioritizing the various factors that need to be worked upon depending on the type of organization and employee expectations. Dr. Swarnalatha²⁹ (2015) The researcher looks to the impact of employee engagement on job fulfilment at a high level of education. The tools were frequency analysis descriptive statistics and ANOVA test. Maya Salimath G¹⁷ (2015) the study involves finding the levels of engagement experienced by workers and the significant relationship was between engagement and business efficiency. Maha Ahmed Zaki Dajani¹⁴ (2015) To quantify the aspects of employee engagement in investigating the relationship of employee engagement and performance and organization effectiveness and advise practices need to develop in employee engagement and address the engagement gap in the working nature and culture. Soni Agrawal²⁷ (2015) Employee engagement is a complex and challenging goal for an organization is considered a place to work that respect the need of all individual employee along with motivating each of them to pursue their individual goal focusing on the multi-generational and diverse work frame. Dr. Shilpa Varma¹¹ (2014) Study employee engagement practices in India and to know the opinion of workers concerning the employee engagement practices recommendations for developing in the employee engagement practices to analyze whether a worker has enough tools to adequate engagement within the company. Abhijit Siddhanta¹ (2014) Putting light on so many attributes and key drivers of employee engagement, how employee engagement will be quantified, how to improve it, and how to manage disengaged workers. MS J. Josephine¹⁸ (2013) To consider the main and component of employee engagement in the present situation and examine the authority and find out the results of the unavailable workforce and the cost pull out of employees and learn practices in IT/ITES sector employee engagement. Robert Knight²⁵ (2011) To Quantify of employee engagement at the topaz in the south region and how to get employee unavailable in the work on basis topaz south region against the latest CIPO engagement survey. Prerena Chandel²³ (2007) To quantify engagement amongst the employee running in an organization and identify factors affecting the level of engagement amongst the employee and relationship between the level of engagement, changing, level of company's dedication and level of accomplishment identify and quantify of required to the enhancement of employee engagement. Dharmendra Mehtha⁶ (2005) To analyze the demographic factors of the employees in IT firms in OMR and to find the importance and needs of employee engagement to improve the conditions of the workplace. An organizational questionnaire that consists of only close-ended questions was used as a tool for collecting data to gather information from the respondents.

IV. Statement of the Problem

Employee Engagement is a vital part of the hotel Industry. every hotel business needs to conduct various activities to make workers engaged in the completion of work. if there are no such kinds of activities, it leads to lack of productivity, less profit, less customer satisfaction, employee attrition, lack of communication, efforts on employee & employee relationships, and a decrease in employee morale. Hence the project work focuses on various employee's engagement activities to increase organizational effectiveness in LE RUCHI the prince, Mysore

V. Objectives of the study

- To analyze the impact of employee engagement on the effective performance of individual
- To evaluate the relationship between the engagement & promotion

VI. Research Methodology

6.1 Type of Research-Descriptive research: This was defining the current position of a spectacle and sometimes appeal to valid conclusions based on the truths find out throughout the study. It focuses more on 'what' also it deals with the present and manipulation of the variables is not possible. In a current situation what exists concerning variables of a condition. Compare the present situation and what we want to be and develop a strategy to achieve a goal.

6.2 Sampling methods: Simple random sampling and convenient sampling will be used in this study. Simple random defines as randomly selected sample from large sample of population, giving all the individual equal to chosen.

6.3 Sampling techniques Probability sampling and non-probability sampling has used a selection of few criteria and chooses peoples a randomly and selection based on non-random criteria and not every people has a chance of being included

6.4 Sampling unit: All type of employees of Hotel Le Ruchi The Prince

6.5 Sampling size: Total sampling population is 80 employees and 67 employees are selected by sampling determination test in Hotel Le Ruchi The Prince Mysore

6.6 Sources of Data

Primary source: This data will be collected from the customer and employees of Gravity one living space private limited company through interviews, used Likert's five-point scale and structured questionnaires, are close-ended questions, survey, and observation method.

Secondary sources of data: This data will be collected from, Journals, Magazines, Articles, Literature, E-resources, Research papers, published papers, and internet sites.

6.7 Statistical tools of analysis

i) Correlation coefficient

A correlation test is applied to test the relationship between two or more variables. This test carried out to find out the relationship between employees of Hotel Le Ruchi The Prince

VII. Data Analysis and Interpretation

The collected data were analyzed with the help of statistical tools which include percentage analysis and correlation test to prove & disprove the hypothesis

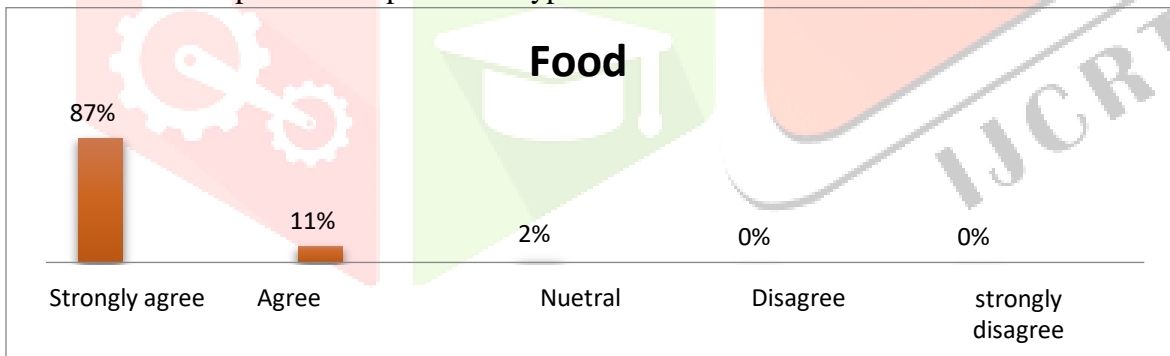


Chart-1.1

Food

The graph shows out of 67 responsive 70% of respondents were strongly agree with overtime, 11% of respondents are Agree with overtime, 2% of respondents are neutral, 0% of the respondents are Disagree, 0% of respondents are Strongly Disagree . from the analysis to conclude that 70% of respondents are Strongly agreeing for Food

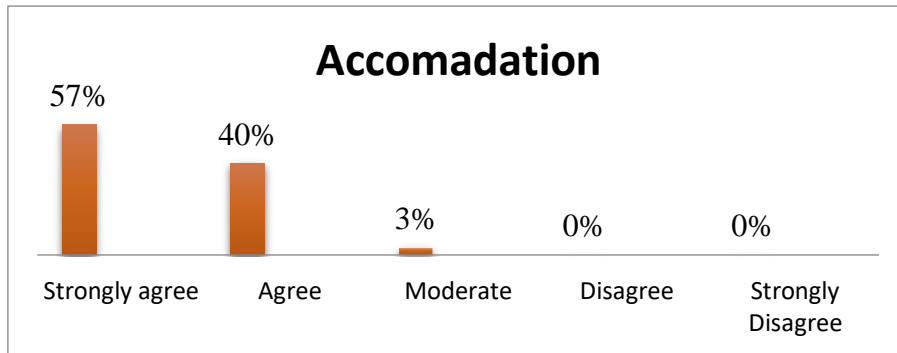


Chart-1.2 Accommodation

The graph shows out of 67 responsive 57% of responsive are strongly agree with overtime, 40% of responsive are Agree with overtime, 3% of respondents are neutral, 0% of the respondents are Disagree, 0 % of respondents are Strongly Disagree . From the analysis to conclude that 57% of respondents are strongly agreeing for Accommodation

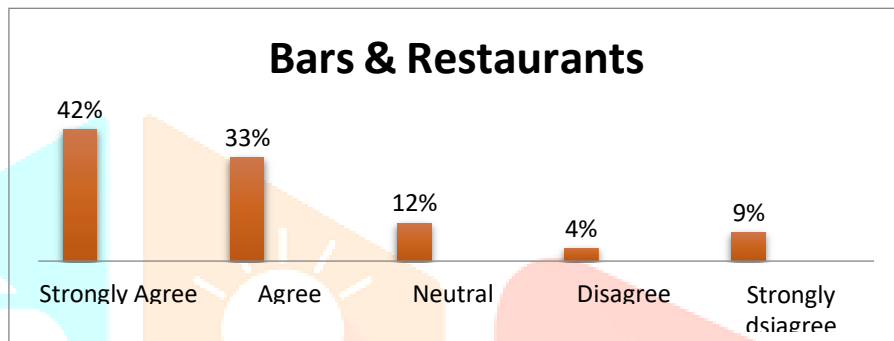


Chart- 1.3 Bars and Restaurants

The graph shows out of 67 responsive 42% of responsive are strongly agree with overtime, 33% of responsive are Agree with overtime, 12% of respondents are neutral, 4% of the respondents were Disagree, 9 % of respondents were Strongly Disagree. From the analysis to conclude that 42% of responsive are strongly agreed for Bars & Restaurant.

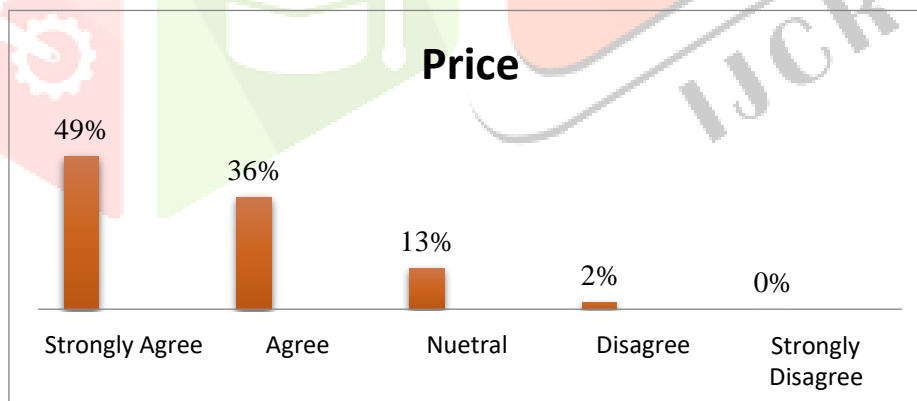


Chart -1.4 Price

The graph shows out of 67 responsive 49% of responsive are strongly agree with price, 36% of responsive are Agree with price, 13% of respondents are neutral, 2% of the respondents are Disagree, 0% of respondents are Strongly Disagree . From the analysis to conclude that 49% of responsive are strongly agreed for Price.

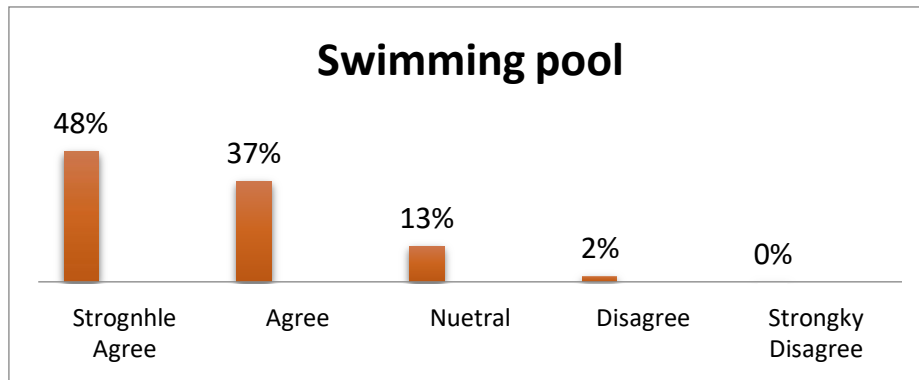


Chart-1. 5 Swimming pool

The graph shows out of 67 responsive 48% of responsive are strongly agree, 37% of respondents are Agree, 13% of respondents are neutral, 2% of the respondents are Disagree, 0% of responsive are Strongly Disagree. From the analysis to concluded that 48% of responsive are strongly agree for a Swimming pool.

Hypotheses of the Study

Hypothesis 1: (H0) There is no significant relationship between engagement and promotion.

Table no -1.1 coefficient of correlation between Engagement and Promotion

X	Y	dx	dy	Dx ²	Dy ²	dx dy
55	54	29	30	841	900	870
48	24	6	0	36	0	0
48	49	6	25	36	625	150
46	46	4	22	16	484	88
42	60	0	36	0	1296	0
$\sum x=239$	$\sum y=233$	$\sum dx=45$	$\sum dy=113$	$\sum dx^2=929$	$\sum dy^2=3305$	$\sum dx dy=1108$

$$r = \frac{n \sum (dx dy) - \sum (dx) (\sum dy)}{\sqrt{[n \sum dx^2 - (\sum dx)^2] [n \sum dy^2 - (\sum dy)^2]}}$$

$$r = \frac{(5 \times 1108) - (45 \times 113)}{\sqrt{(5 \times 929 - 2025) (5 \times 3305 - 12769)}}$$

$$r = \frac{5540 - 5085}{\sqrt{(4645 - 2025) (16525 - 12769)}}$$

$$r = \frac{455}{\sqrt{2620 - 3756}}$$

$$r = \frac{455}{\sqrt{1136}}$$

$$r = 0.4005$$

$$r = 0.63$$

The correlation which is existed positive so where it is reported 0.63 so, therefore, the study proved that employee engagement positive influence on the performance of the organization. So, therefore, the study proved that there is a significant relationship between employee engagement and employee performance.

VIII. Results and Discussion

- 49% of the employees are agreed with price that customer can offerd
- 80% of employees strongly agree with seniority-based promotion.
- 90% of employees are strongly agreed with performance base promotion.
- 57% Of employees strongly agree with accommodation.
- 70% of employees were highly accepted for adhering to higherresponsibility.
- 67% of employees were agreed to the adoption of new technology.
- 85% of employees were very highly accepted for the culture adoptedby the organization.
- The organization can encourage more female employees for work.
- The organization can hire more aged persons to work in theorganization.
- The organization can also provide more nonmonetary benefits for theemployees.
- The organization can also arrange competitions for employees.
- The organization can also provide maternal and paternal benefits tothe employees.
- The organization can also take part in contributing towards theeducation of employees' children.
- Monthly health check-ups can be conducted.
- Sports events can also be encouraged as the organization has moremale employees.
- It was analysed most of the employees needed a break at least foralternate Saturday.
- Entertaining activities can also be encouraged at the organization.

IX. Conclusion

The study on Attention on Employee Engagement (Hotel le Ruchi the prince, Mysore) for the associate level employees has proved that there is a significant relationship between engaged and disengaged employees and there is a positive correlation between various employment activities and organizational effectiveness. With the help of this proven hypothesis now management and HR personnel can utilize their skills and abilities to increase employees' work performance. Hence opportunities and responsibilities can be added to employees hereafter.

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