



A study on Employee Engagement and its impact on organizational performance at sjv textile mills in erode.

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ABSTRACT

Employee engagement is an unavoidable function in an organisation to which employees are especially sensitive. So having the correct system in place is unavoidable for any organisation. For employees, the proper engagement system is one that they view as neutral and a true metric for measuring their performance, as well as one that rewards them fairly and without unfairness. The purpose of the study is to determine employees' opinions and perceptions of the existing engagement system. This study seeks to examine the acceptability of the existing system by which they are monitored. The study is conducted by collecting responses from industry employees. The response is obtained via a structured questionnaire. The results were validated using statistical methods

Keywords : Employees, Enthusiasm, Passion & Human resources.

1. INTRODUCTION

Employee engagement is a human resources (HR) concept that indicates how enthusiastic and dedicated a person is to their job. Engaged employees are concerned about their work and the company's performance, and they believe that their efforts matter. An engaged employee is in it for more than just the money, and they may view their well-being as tied to their performance and hence critical to their company's success.

2. STATEMENT OF THE PROBLEM

Employee engagement refers to the enthusiasm, passion, or fire that employees have for their work and their employer. Today's problems include not only keeping brilliant employees, but also fully engaging them, capturing their minds and hearts at each stage of their career. The industry's success is hardly surprising given that organisations of all sizes and types have spent much in policies and practices that enhance employee engagement and dedication. Employees who are engaged in their job and committed to their organisations provide services with significant competitive benefits, such as increased productivity and fewer staff turnover. Understanding the challenges of employee engagement allows organisations to deliberate on how to tackle engagement and commitment concerns to ensure their continuous existence in this competitive climate.

3. OBJECTIVE

Assess the relationship between employee engagement and organisational commitment in the industry.

Assess the correlation between employee engagement and organisational citizenship behaviour in chosen companies.

Determine employee engagement levels based on demographics (age, gender, job experience, and educational qualification)

4.LITERATURE REVIEW

1. Monika Mohanan, A. H. Sequeira, and M. S. Senthil Kumar. Employee Engagement and Motivation. KHOJ-Journal of Indian Management Research and Practices, 2012.
2. Nancy Papalexandris, Eleanna Galanaki. Leadership's Impact on Employee Engagement: Differences Between Entrepreneurs and Professional CEOs, Leadership and Organisation Development Journal, September 2008.
- 3Dr. A. Narasima Venkatesh Employee Engagement through Leadership. American International Journal of Research in Humanities, Arts, and Social Sciences, 9(4), December 2014-February 2015, pp. 333-336.

5.RESEARCH METHODOLOGY

5.1 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.

5.2 Descriptive Research

Descriptive research refers to research that provides an accurate portrayal of characteristics of a particular individual, situation or group. These studies are a means of discovering new meaning, describing what exists, determining the frequency with which something occurs and categorizing information. In short, descriptive research deals with everything that can be counted and studied, which has an impact of the lives of the people it deals with.

6.DATA COLLECTION METHOD

- Primary Data Source
- Secondary Data Source

6.1SIZE OF THE SAMPLE

The sample size is 100

6.2 STATISTICAL TOOLS USED

To analyze and interpret collected data the following statistical tools were used.

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	36
	2-5 years	5	42	2	0	49
	5-7 years	0	0	19	5	24
	7-10 years	0	0	0	3	7
	Above 10 years	0	0	0	4	4
Total		41	42	21	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 Measure of Agreement	Gamma Kappa	1.000 .813	.000 .042	27.841 14.952	.000 .000
N of Valid Cases		120			

a. Not assuming the null hypothesis.

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

INTREPRETATION

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).

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

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

INTREPRETATION

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

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 BOOKS

1. **Monika Mohanan, A. H. Sequeira and M. S. Senthil Kumar** , Employee Engagement and Motivation, KHOJ-Journal of Indian Management Research and Practices, 2012
2. **Nancy Papalexandris and Eleanna Galanaki** Leadership's Impact on Employee Engagement Differences Among Entrepreneurs and Professional CEOs, Leadership and Organization Development Journal, September 2008
3. **Dr. A.Narasima Venkatesh** Employee Engagement Through Leadership American International Journal of Research in Humanities, Arts and Social Sciences, 9(4), December 2014-February 2015, pp. 333-336

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