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## 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

**H<sub>0</sub>:** There is no significance relationship between experience at this concern and engagement with management decision making.

##### ALTERNATIVE HYPOTHESIS

**H<sub>1</sub>:** 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<br>* 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 <sup>a</sup> | 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 <sup>a</sup> | Approx. T <sup>b</sup> | 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.

**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                  | .852**   |
|                 |  | Sig. (2-tailed)         | .                      | .000   |
|                 |  | N                       | 120                    | 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                  | .898**   |
|                 |  | Sig. (2-tailed)         | .                      | .000   |
|                 |  | N                       | 120                    | 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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