



EMPLOYEE ENGAGEMENT ACTIVITIES IN IT INDUSTRY

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ABSTRACT

An organization's productivity is measured not in terms of employee satisfaction but by employee engagement. Employees are said to be engaged when they show a positive attitude toward the organization and express a commitment to remain with the organization.

The research design adopted for this study is Descriptive Design. Sampling technique used in this research is random sampling. A questionnaire comprising of items and the data was analyzed using percentage analysis, and Chi-square analysis.

The result reveals that the engagement level of employees is at a moderate level.

Keywords : Employee Engagement, Data, Items.

INTRODUCTION

The individual's involvement and satisfaction with as well as encourage for work.

The manager has to ensure role- talent fit when placing an employee in a certain position. Once hiring decision is made the new employee should be given both general orientation which is related to the company mission, vision, values, policies and procedures and job-specific orientation such as his/her job duties, and responsibilities.

SCOPE OF THE STUDY

- This study will help the organization to keep the employees engaged by conducting other activities apart from their regular work.
- This will also give the organization few important inputs in order to improve their stands on current employee engagement activities.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE

To find out the employee engagement Activities conducted in IT Industry

SECONDARY OBJECTIVE

- To find out the Nature of employee engagement programs.
- To find out how far the employees are satisfied with such programmes.
- To find out the any improve in the relationship with employees through this activities.

LIMITATIONS OF THE STUDY

The findings are based on the use of self-reported survey data, which may be affected by response biases.

REVIEW OF LITERATURE

Title and Author : employee engagement , kahn

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This study states that people attachment and detachment a needed to fit organizational life, which is “ongoing, emotionally charged, and psychologically complex”. Kahn proposed this concept, researchers have proposed different definitions which reflect different understanding of employee engagement in each study, but this caused confusion for business management whether the efforts which improve employee engagement are working in all organizations.

STATISTICAL TOOL CALCULATION FROM THE STUDY

1)Aim : To test the Significant difference between between Age and Satisfied with employee activities conducted.

Null Hypothesis (H₀) – There is no Significant difference between Age and Satisfied with employee activities conducted.

Alternative Hypothesis (H₁) - There is Significant difference between and between Age and Satisfied with employee activities conducted.

Age of the respondents * How for satisfied with employee engagement activities conducted by your organization Crosstabulation

Count		How for satisfied with employee engagement activities conducted by your organization				
		Dissatisfied	Highly Satisfied	Neutral	Satisfied	Total
Age of the respondents	18 – 21	0	2	0	1	3
	22 – 25	2	14	2	29	47
	26 – 30	0	17	0	27	44
	30 Above	0	6	0	10	16
Total		2	39	2	67	110

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	7.144 ^a	9	.622
Likelihood Ratio	8.509	9	.484
N of Valid Cases	110		

a. 10 cells (62.5%) have expected count less than 5. The minimum expected count is .05.

RESULT:

Since p value is higher than 0.05 , we accept the null hypothesis and we reject the alternative hypothesis. Therefore, there is no significance difference between Age and Satisfied with employee activities conducted.

2) Aim : To test the Significant difference between between Gender and improve the relationship with employee.

Null Hypothesis (H₀) – There is no Significant difference between Gender and Satisfied with employee activities conducted.

Alternative Hypothesis (H₁) - There is Significant difference between and between Age and Satisfied with employee activities conducted.

Gender * How for you agree the engagement activities is improve the relationship with your employee Crosstabulation							
Count							
		How for you agree the engagement activities is improve the relationship with your employee					Total
		Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	
Gender	Female	31	3	2	8	0	44
	Male	38	5	8	13	2	66
Total		69	8	10	21	2	110

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.751 ^a	4	.441
Likelihood Ratio	4.616	4	.329
N of Valid Cases	110		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .80.

RESULT :

Since p value is higher than 0.05 , we accept the null hypothesis and we reject the alternative hypothesis. Therefore, there is no significance difference between Age and Satisfied with employee activities conducted.

SUGGESTION

- The organization can encourage the employees to come up with their own ideas and suggestion for the betterment of organizations policy and work activity.
- The rewards given to the employees by the company should be fair and equal to all levels in the organization. The rewards and the engagement activities should be given to increase the production thinking and motivation of the employees.

CONCLUSION

The study on Employee engagement activities reveals that the engagement level of employees is at a moderate level. But, there are certain areas that need to be improved in order to make the employees feel engaged as far as their jobs are concerned.

Work allocation with respect to the capabilities and limitations of the employees, and timely improvements on the basis of feedback of the employees, most importantly the type of activities conducted.

Serious consideration and review of these factors by the management may help in making certain improvements in these areas. By doing so employees turn out to more committed and satisfied human resources.

