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A Study on Employee Engagement with Reference to Neptune Automation and Solution, Erode

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ABSTRACT: Employee engagement has emerged as a popular organizational concept in recent years. It is the level of commitment and involvement an employee has toward their organization and its values and beliefs. An engaged employee is aware of business context, and works with colleagues to improve performance within the job for the benefits of the organization.

Employee engagement initiative performance with in the job for the benefit of the organization. Employee engagement initiative has a direct impact on the organizations productivity. All organization wants their employees to be engaged in their employees to be engaged in their work. Employee engagement is linked to customer's satisfaction which is linked to an organizations financial success.

Employment comes about when enough people care about doing a good job and care about what the organization is trying to achieve and how it goes about doing it. This caring attitude and behavior only comes about when people get satisfaction from the jobs they do believe that the organization supports them and work with an effective HR manager.

In this paper a literature review from various research findings and corporate practices are employed using using a description study technique. The impact of employee engagement on organization productivity It also presents the factors influencing the engagement and organizational outcomes.

I. INTRODUCTION

Everything you need to know about employee engagement.

Employee engagement is the extent that an employee believes in the mission, purpose and values of an organization and demonstrates that commitment through their actions as an employee and their attitude towards the employer and customers.

Employee engagement is high when the statements and conversations held reflect a natural enthusiasm for the company, its employees and the products or services provided.

1. STATEMENT OF PROBLEM

Employee engagement has become a major problem in almost all the industrial sector. The people miss work for the variety of reasons, many of which are legitimate. The sample employees selected for the present day limit to 108, because of constraints in teams of limited time. The present study focus on the employee engagement and its impact on productivity.

2. OBJECTIVE:

- To know the satisfaction level of employees which leads to employee retention.
- To suggest the suitable measures for employee engagement.



3. SCOP OF THE STUDY

- As we have seen that employees engagement is nothing but emotionally and positively attached of an employee towards the organization, so with the help of this project we will be able to know the degree of engagement of the employees in infinite skills and we can study the methods to increase the engagement level in the organization which will definitely be helpful to employer as well as employees.

4. LIMITATIONS OF THR STUDY

- In every project work there is some kind of limitation which affect the accuracy of work same in a project work of the limitation are faced which are as following:
- The period is restricted to 45 days.
- My internship is restricted to only one branch of infinite skills.
- I was asked to do for a limited number of employees that is Neptune automation corporate company.
- Timing for collecting the information from the employee was limited one hours.
- Employees were always busy with their work which did not allowed me to talk with them and collect the information.
- The findings cannot be generalized, as it takes only 108 respondents.

II. REVIEW OF LITERATURE

Robertson-Smith, Gemma; Marwick, Carl-2014 This paper, based on a systematic review of the literature on employee engagement, seeks to synthesize the current thinking and evidence. This review will: (1) explore how engagement is defined in the practitioner, consultancy and academic literature and overlaps with other concepts; (2) explore what are thought to be the outcomes of engagement for organizations and their employees and how they can be measured; (3) consider if some people are more likely to engage than others; (4) review what the current literature tells us are the key drivers and barriers to engagement; and (5) finally, consider how to develop a culture supportive of engagement.

Edited excerpt from publication.

III. RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

- A Master plan that specifies the method and procedures for collecting and analyzing needed information.
- A research design is a framework or blueprint for conducting the marketing research project.

3.2 DESCRIPTIVE RESEARCH

Descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual, or of a group.

3.3 SAMPLE DESIGN

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.



3.4 SIZE OF THE SAMPLE

The Sample size is 108.

IV. DATA COLLECTION METHOD

4.1 PRIMARY DATA

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

4.2 SECONDARY DATA

These are data which are already collected and used by someone previously. In this research review of Literature, Details of the industry are collected from the Internet.

4.3 STATISTICAL TOOLS USED

To analyze and interpret collected data the following simple percentage, chi-square and ranking were used.

SIMPLE PERCENTAGE AND RANKING

To analyze and interpret collected data the following simple percentage and ranking were used.

Number of respondent

Percentage analysis =-----x100

Total number of respondents

4.2.1 DATA ANALYSIS

The respondent who participated in the research are from diversified background with gender, age group, marital status and educational qualification

HENRY GARRETT RANKING

Garrett's ranking technique to find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula: Percent position = $100 (R_{ij} - 0.5) / N_j$

Where R_{ij} = Rank given for the i th variable by j th respondents

N_j = Number of variable ranked by j th respondents.

Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS

DETAILS OF RESPONDENTS		NO. OF RESPONDENTS	PERCENTAGE
GENDER	MALE	98	98%
	FEMALE	10	9.40%
	OTHERS	0	0%
	TOTAL	108	100%
AGE GROUP	BELOW 25 YEARS	39	36.00%
	26 - 35 YEARS	26	51.00%
	36 - 45 YEARS	13	12%
	ABOVE 45 YEARS	-	-
	TOTAL	108	100%
MARITAL STATUS	UNMARRIED	53	49%
	MARRIED	54	50%
	TOTAL	108	100%
DESIGNATION	OFFICER	21	19.60%
	SUPERVISOR	25	23.40%
	EMPLOYEE	46	43%
	TECHNICAL MANAGER	15	14%
	TOTAL	108	100%
MONTHLY INCOME	BELOW RS-10,000	20	18.70%
	RS-10,000 TO 15,000	43	40.20%
	RS-15,000	27	25.20%

	TO 20,000		
	RS- 20,000 TO 25,000	11	10.30%
	ABOVE 25,000	6	5.60%
	TOTAL	108	100%
EXPERIE NCE	BELOW 5 YEARS	39	36.40%
	6 - 10 YEARS	40	37.40%
	11 - 20 YEARS	18	16.80%
	ABOVE 20 YEARS	10	9.30%
	TOTAL	108	100%

INTERPRETATION:

For this study, it is evident that the above table it is clearly find out the 98% of the respondent are male, 51% of the respondent are between the age group 26 -35 years, 50% of the respondents are married, 43% of the respondent are under the employee department. 43% of the respondents are under the monthly below of lakhs. 37% of the respondents working years are 6 – 10 years.

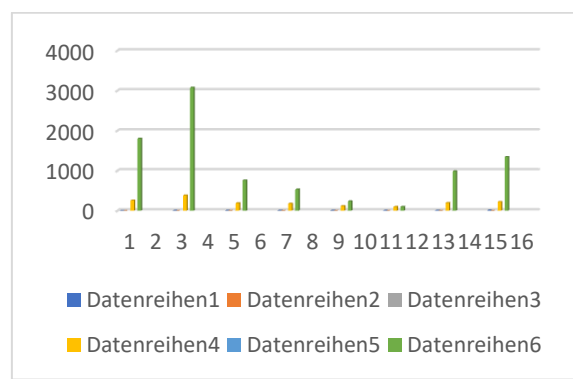
TABLE 2:Rank of the problem faced by the problem faced due to Employee Engagement:

	PROBLEM	MEAN SCORE	TOTAL SCORE
1	HEAVY WORK	258	1806
2	LONG HOURS OF WORK	385	3080
3	IN ADEQUATE	190	760
4	WORKING ENVIRONMENT	178	534
5	JOB DISSATISFACTION	120	240
6	LOW SALARY	102	102
7	PERSONAL PROBLEM	198	990
8	LACK OF COMMUNICATION	224	1344

INTERPRETATION:

- Long hours of work as no. 1 with total score of 2080.
- Heavy work of work as no. 2 with total score of 1806.
- Lack of communication as no.3 with total score of 1344.
- Personal problem as no.4 with total score of 990.
- In adequate as no. 5 with total score of 760.
- Working environment as no.6 with total score of 534.
- Job dissatisfaction as no. 7 with total score of 240
- Low salary as no. 8 total score of 102.

CHART NO 2: Rank of the problem faced by the problem faced due to Employee Engagement:



FINDINGS:

- 98% of the respondent are male,
- 51% of the respondent are between the age group 26 -35 years,
- 50% of the respondents are married,
- 43% of the respondent are under the employee department.
- 43% of the respondents are under the monthly below of lakhs.
- 37% of the respondents working years are 6 – 10 years.
- Long hours of work as no. 1 with total score of 2080.
- Heavy work of work as no. 2 with total score of 1806.
- Lack of communication as no.3 with total score of 1344.
- Personal problem as no. 4 with total score of 990.
- In adequate as no. 5 with total score of 760.
- Working environment as no. 6 with total score of 534.
- Job dissatisfaction as no. 7 with total score of 240.
- Low salary as no. 8 with total score of 102.

V. SUGGESIONS

A business is only as good as its people. with staff retention, productivity and engagement now ranking as the most topical concerns for modern-day business, identity ways to improve and build job satisfaction for employee must be on the company agenda in order to ensure continued success.



- Inspire your employee to join your company's mission
- Be flexible with your employees
- Create diversity if people ,thought,etc..
- Focuses diversity of people, thought, etc.
- Offer benefits that align with your company's values
- Create a culture of openness and honesty.
- Start with your executives.
- Hire employee that are more likely to be engaged.
- Understand that employee engagement and happiness are two different things.

VII. CONCLUSION

Employee engagement is attracting a great deal of interest from employers across numerous sectors. In some respects it is a very old aspiration – the desire by employers to find ways to increase employee motivation and to win more commitment to the job and the organisation. In some ways it is 'new' in that the context within which engagement is being sought is different. One aspect of this difference is the greater penalty to be paid if workers are less engaged than the employees of competitors, given the state of international competition and the raising of the bar on efficiency standards.

A second aspect is that the whole nature of the meaning of work and the ground rules for employment relations have shifted and there is an open space concerning the character of the relationship to work and to organisation which employers sense can be filled with more sophisticated approaches.

But there is reason to worry about the lack of rigor that has, to date, often characterised much work in employee engagement. If we continue to refer to 'engagement' without understanding the potential negative consequences, the core requirements of success, and the processes through which it must be implemented, and if we cannot agree even to a clear definition of what people are supposed to be engaged in doing differently at work (the engaged 'in what' question), then engagement may just be one more 'HR thing' that is only here for a short time. On a positive note, there is now a wider array of measurement techniques with which to assess trends in engagement and an associated array of approaches to effect some change. Thus, aspiration can more feasibly be translated into action.

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