

“A Study on Employee Engagement at Private Organization”

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Abstract

The Research purpose is to determine the Employee Engagement in an Organisation. Employee Engagement leads to how enthusiastic workers seem to be about their jobs, how dedicated they are to the organization, and how much maximum effort they put into their work. Objective is to know the overall engagement of employees in the organisation and its impact on their work. The study identifies Job Satisfaction, Motivation, Pay & benefits, Work Culture, Communication and Employees Recognition are the important factors that affect Employee Engagement. The reveals that employees' involvement contributes to engaged workers in the workplace. Research design used is Descriptive in nature. The primary data is obtained using questionnaires as the data collection tool. In the research 108 respondents were taken on the basis of random sampling. Employees are extremely happy with their jobs at the company. Majority of employees are strongly influenced with job satisfaction motivation and communication and employee recognition.

Keyword: Employee Engagement, Employee Motivation, Productivity.

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I. Introduction

Employee Engagement refers to how committed and inspired employees are by their jobs and organisation, and it has a significant impact on their ability to learn and succeed at work. Employee Engagement has a strong correlation with efficiency. An Engaged workforce ensures better business outcomes, avoids job searching, and more importantly, acts as an ambassador for the company at all points of time. Employees believe that employers support their jobs, contribute to the organisation's priorities, and more importantly, that their professional expectations for advancement, rewards and incentives are fulfilled as they reach this degree of commitment. Making an effort can be categorized as integrating employees' values, interests, and objectives with those of the organisation in the most efficient and effective way in order to ensure the long term employee engagement that an organisation requires to accomplish its aim.

II. Research Methodology

Research Design: The research method used for the purpose of this project is descriptive research.

Sample size: The sample size is 108 employees.

Sources of data collection: In my research work primary data are collected through questionnaire fill-up by employees.

Research Techniques: The frequency was used to analyze the data. Mean, Standard Deviation, Coefficient of Skewness and Mann-Whitney U test have been used for research analysis.

III. Review Of Literature

The review's aim is to provide context and rationale for the research being conducted. It is an overview of what has been studied on the subject by findings of study conducted, and it explores written information in a specific subject area and, at times, over even a specific time span. The exclusion of such a chapter, according to Bruce, represents a gap or absence of a major element in science. This chapter provides a summary of the research that has been done. An attempt was also made to identify the gaps in the literature.

Fazna Mansoor et al.(2016) Investigate core factors that affect employee motivation to have been established by previous studies. Communication, teamwork, and coordination, job role, and business management are the five dimensions of employee involvement, according to the report. The purpose of this research is to Examine the impact of learning and development, job role empowerment, leadership management,

teamwork, communication, and productivity. This study comes to a close that learning and development is practiced within an all encompassing culture of learning linked to job roles and its career path has a positive and significant effect on employee engagement.

Dr. B. Saipriya et al. (2020) Studied that employees are the asset of an organisation. Hence it is vital to initiate various welfare activities and recognize their performance. The factors which influence employee engagement across organisations are discussed in this study. From the study, the impact of employee engagement on their job performance was identified. The major organizational factors like compensation, infrastructure and amenities, rewards and individual factors such as work life balance were found to have a positive impact on employee engagement. The study was made on employee engagement found that the work environment has a significant influence on employee engagement.

Dr. Pratima Sarangi et al. (2016) Examine that employee Engagement is the level of employee’s commitment and participation towards their organization and its values. The organisational success depends on employee’s productivity which is accelerated through employee’s commitment towards his organisation. This paper is an attempt to analyze the relevance of engaged employees for the growth and development of an organisation and its success. The main objective of the study was to analyze and interpret the impact of employee engagement on success of the company. This article is basically individual work responses taken from employees in manufacturing companies. We have observed that the current level of employee engagement and the work related aspects need to be improved for the purpose of effective employee engagement.

Yusuf Nasidi et al. (2020) Finds that opportunities for development of career skill and performance improvement, sense of personal accomplishment, plan training and career development with manager skill needed to deliver objectives is a result of training and career development. This paper empirically explored the influence of training and career development on employee engagement. The academic implication of this study is classified into two dimensions, influence of training and career development and employee engagement in the context of university and research model for the study. The result indicated that training and career development has significant influence on employee engagement.

Dr. Reeves Wesley J et al. (2013) Studied the Effective retention of employees is also the outcome of good employee engagement. The objective of this study is to know the association between employee engagement level and its drivers; and to study the relationship between demographic variables and drivers of engagement along with level of employee engagement. The study supports that the employee engagement level relies mainly on the practices of support (motivational) and recognition, belief in ability to succeed and belief and organisational.

RESEARCH OBJECTIVE

The specific objective of this study are:

1. To examine the employee engagement at a company.
2. To Recognize the factors that influence employee engagement.
3. To explore the impact of employee engagement on employee productivity.

DISCUSSION ON THE FINDING OF THE STUDY

A questionnaire survey with a sample size of 108 employees was used to collect data. The findings were examined using frequency analysis. In this analysis, the Mean, Standard Deviation, and skewness coefficient were used. Employee engagement was the independent variable, whereas Job satisfaction, Employees’ Motivation and Work Culture were the dependent variables.

IV. Results

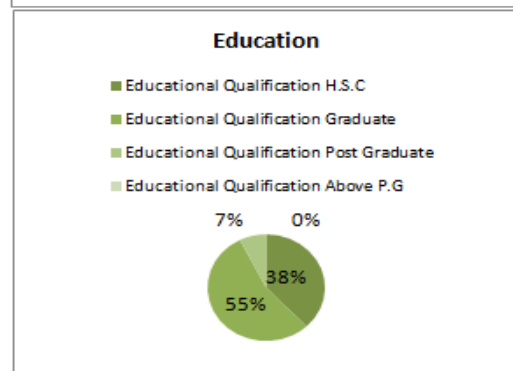
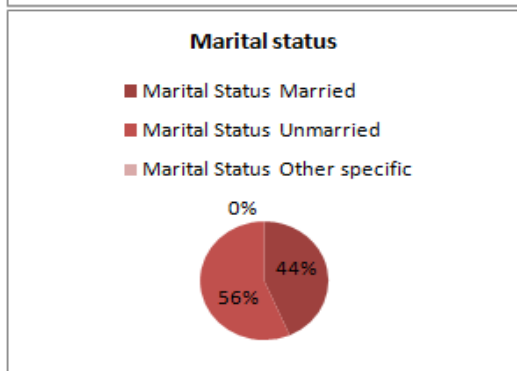
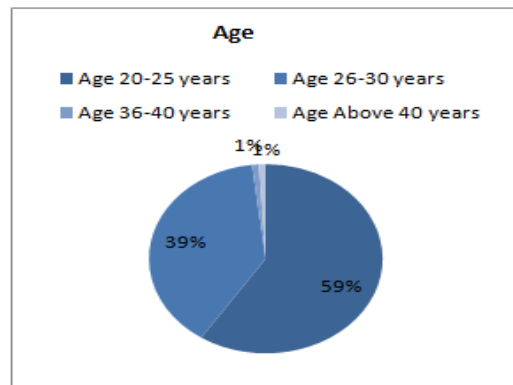
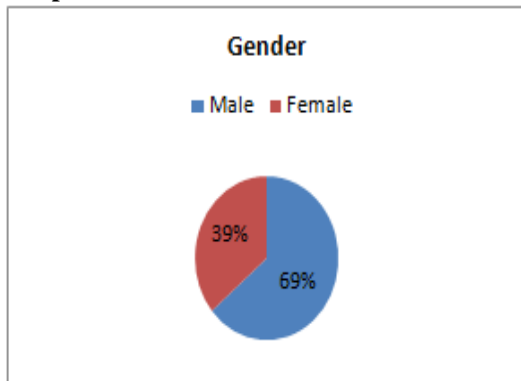
Table:1 Demographic profile of respondents

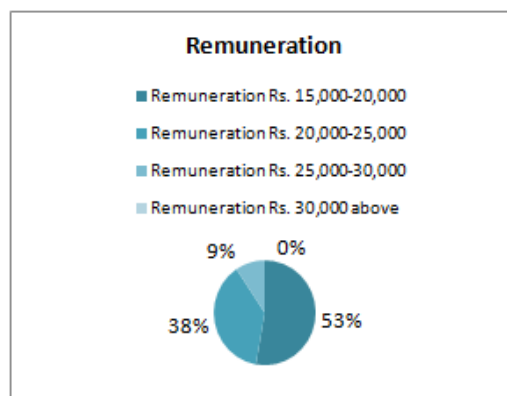
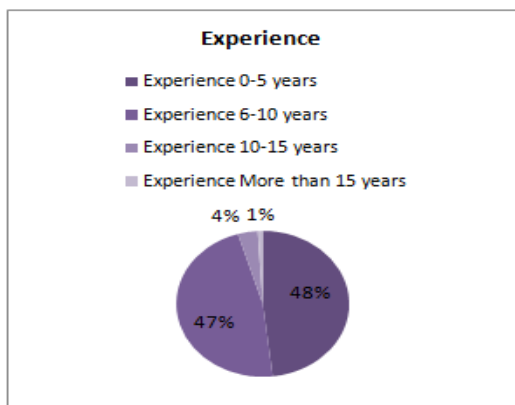
Demographic		Frequency	Percentage
Gender	Male	69	63.9
	Female	39	36.1
Age	20-25 years	64	59.3
	26-30 years	42	38.9
	36-40 years	1	.9
	Above 40 years	1	.9

Marital Status	Married	47	43.5
	Unmarried	61	56.5
	Other specific	0	0
Educational Qualification	H.S.C	41	38.0
	Graduate	59	54.6
	Post Graduate	8	7.4
	Above P.G	0	0
Experience	0-5 years	52	48.1
	6-10 years	51	47.2
	10-15 years	4	3.7
	More than 15 years	1	.9
Remuneration	Rs. 15,000-20,000	57	52.8
	Rs. 20,000-25,000	41	38.0
	Rs. 25,000-30,000	10	9.3
	Rs. 30,000 above	0	0

Source: Various Questionnaires of Respondents.

Graph





Source: Various Questionnaire of Respondents.

Table no. 1 Displays Demographic information gathered from respondents in the form of graphs. As per the study, 63.9 percent of employees are male and ages 20 to 25. This age group has the most prominent graph. As a result, the majority of the employees tend to be in their mid twenties. Senior employees over the age of 50, are not included in the above table. This indicates a scarcity of highly skilled personnel. In addition, 59 percent of its employees have graduate degrees, whereas 41 percent have a high school diploma. As a result, it suggests that the company prefers both educated and uneducated workers.

The following factors affect Employee Engagement.

Table no:2

Factors	SI	I	MI	NAI	Total	X	Standard Deviation	Skewness	Mean Rank
Job satisfaction	81 (75.0)	24 (22.2)	3 (2.8)	-	108 (100.0)	1.277	.508	1.639	1
Motivation	65 (60.2)	38 (35.2)	4 (3.7)	1 (.9)	108 (100.0)	1.453	.617	1.272	2
Pay & Benefits	61 (56.5)	35 (32.4)	12 (11.1)	-	108 (100.0)	1.546	.688	.880	3
Work Culture	63 (58.3)	29 (26.9)	12 (11.1)	4 (3.7)	108 (100.0)	1.601	.830	1.262	4
Communication and Recognition	65 (60.2)	25 (23.1)	14 (13.0)	4 (3.7)	108 (100.0)	1.601	.853	1.240	4

Source: Various Questionnaire of Respondents.

[Note: The number in brackets in the preceding table represents a percentage]

As shown in the above table, the respondents’ responses are quite mixed. However, the majority of the respondents agreed with the comment ‘Work satisfaction affects employee engagement,’ as seen in table 2. The above answer has a standard deviation of 0.508 and a skewness of 1.639. Furthermore, with the mean figures of 1.453, 1.601, 1.601 and 1.546, the majority of participants agree with the statements “Employee Engagement increase Motivation,” “Work Culture impact employees engagement,” and “Employee Engagement increase pay & benefits.” 0.617, 0.830, 0.853 and .688 are the standard deviations, respectively. The thesis of **Dr. Reeves Wesley J et al. (2013)** confirms that employee engagement increases motivation. **Dr. B Saipriya et al. (2020)** conducted a report on employee motivation and discovered that the work environment has a substantial impact on employee engagement, which is consistent with our findings. Other comments have elicited opposing responses. **Dr. Pratima Sarangi et al. (2016)** do not reach the same conclusion in this area.

Responses for Employee Engagement

Table no: 3 An analysis of Employee Engagement

Sr.no	Statements	SA	A	D	SD	T	X	Standard Deviation	Skewness	Mean Rank
1	I have a cordial relationship with my superior	47 (43.5)	49 (45.4)	8 (7.4)	4 (3.7)	108 (100.0)	1.713	.7618	1.056	1
2	My organisation provides a clean and safe working environment	44 (40.7)	51 (47.2)	11 (10.2)	2 (1.9)	108 (100.0)	1.731	.7183	.760	1
3	I received meaningful recognition, praises for doing good work.	41 (38.0)	48 (44.4)	18 (16.7)	1 (.9)	108 (100.0)	1.805	.7420	.470	4
4	I get appreciation and rewards when the desired work/targets are accomplished	44 (40.7)	42 (38.9)	19 (17.6)	3 (2.8)	108 (100.0)	1.824	.8183	.650	8
5	I have enough career advancement opportunities.	42 (38.9)	52 (48.1)	8 (7.4)	6 (5.6)	108 (100.0)	1.796	.8060	1.044	3
6	The pay & benefits in my organisation are comparable to similar companies.	38 (35.2)	52 (48.1)	16 (14.8)	2 (1.9)	108 (100.0)	1.833	.7425	.558	10
7	My superior communicates well with all my team members.	38 (35.2)	54 (50.0)	10 (9.3)	6 (5.6)	108 (100.0)	1.851	.8066	.930	13
8	I have good working relationships with my colleagues.	44 (40.7)	47 (43.5)	11 (10.2)	6 (5.6)	108 (100.0)	1.805	.8367	.967	4
9	I would like to come to my workplace.	39 (36.1)	53 (49.1)	14 (13.0)	2 (1.9)	108 (100.0)	1.805	.7293	.613	4
10	I have enough opportunities at work to learn and grow.	39 (36.1)	53 (49.1)	13 (12.0)	3 (2.8)	108 (100.0)	1.814	.7506	.724	7
11	I am utilising myself and my potential as a whole to this organisation.	43 (39.8)	47 (43.5)	10 (9.3)	8 (7.4)	108 (100.0)	1.842	.8771	.992	12
12	My work contributes to the achievements of organization goals.	36 (33.3)	53 (49.1)	15 (13.9)	4 (3.7)	108 (100.0)	1.879	.7820	.693	14
13	My superior encourages my development at work.	41 (38.0)	49 (45.4)	14 (13.0)	4 (3.7)	108 (100.0)	1.824	.7951	.782	8
14	Overall, I am extremely satisfied with my work.	43 (39.8)	48 (44.4)	9 (8.3)	8 (7.4)	108 (100.0)	1.833	.8700	1.026	10

Sources: Various Questionnaire Respondents

As seen in the table above, the responses of the respondents are very mixed. However, as seen in table 3, the majority of respondents agreed that “Employee Engagement increases Cordial relationship between Employee and their superior.” “The organisation provides a clean and healthy working environment,” “Employee Engagement provides enough opportunities for advancement,” and “Employee receive positive recognition and appreciation for doing good work.” and The standard deviations for the above responses are 0.7618, 0.7183, 0.8060, and 0.7420, and the skewness is 1.056, 0.760, 1.044, and 0.407, respectively. Our results that employee engagement has a huge impact on the work environment are equivalent to those of **Dr. Saipriya et al. (2020)**. On the other hand **Yusuf Nasidi et al. (2020)** affirm that training and advancement opportunities have a major impact on employee engagement and agree with the findings. ‘Employee

engagement encourages employee development at work,’ ‘Providing opportunities to learn and grow,’ and ‘getting recognition and rewards when the desired work is completed,’ as per the assertion. Receives an overall rank of 7th, 8th, 8th. The mean deviations are 1.824, 1.814, 1.824. The statements ‘Employees are utilising themselves and their potential as a whole to the organization,’ ‘Their superior communicates well with all their team members,’ and ‘The wok contributes to the accomplishment of organizational goals.’ received unfavourable responses with a mean figure of 1.842, 1.851, 1.879, respectively, and a mean rank of 12th, 13th, 14th. The standard deviations are 0.8771, 0.8066, and 0.7820 respectively. The skewness figures are 0.992, 0.930, and 0.693, accordingly. Other statements have elicited conflicting reactions.

The Aim of the study was to figure out which organizational factors contribute to job improvement or effectiveness. The following null hypothesis and alternative hypothesis have been implemented to help with this:

H₀: There are no statistically significant differences between the genders’ response to Employee Engagement in the organization.

H₁: There is a significant difference in the responses of both genders in the organization regarding Employee Engagement.

Table: 4 Ranks

Rank				
	Gender	N	Mean Rank	Sum of Rank
Job Satisfaction	1	69	51.09	3525.00
	2	39	60.54	2361.00
	Total	108		
Motivation	1	69	51.12	3527.00
	2	39	60.49	2359.00
	Total	108		
Pay & benefits	1	69	50.43	3480.00
	2	39	61.69	2406.00
	Total	108		
Work Culture	1	69	53.62	3699.50
	2	39	56.06	2186.50
	Total	108		
Communication Recognition	1	69	50.70	3498.00
	2	39	61.23	2388.00
	Total	108		
Cordial Relationship	1	69	49.89	3442.50
	2	39	62.65	2443.50
	Total	108		
Clean & Safe	1	69	53.96	3723.50
	2	39	55.45	2162.50
	Total	108		

Recognition Praises	1	69	54.30	3747.00
	2	39	54.85	2139.00
	Total	108		
Appreciation & Reward	1	69	52.87	3648.00
	2	39	57.38	2238.00
	Total	108		
Career Advancement	1	69	52.63	3631.50
	2	39	57.81	2254.50
	Total	108		
Pay & benefits	1	69	51.43	3548.50
	2	39	59.94	2337.50
	Total	108		
Superior Communication	1	69	52.80	3643.50
	2	39	57.50	2242.50
	Total	108		
Working Relationship	1	69	53.70	3705.00
	2	39	55.92	2181.00
	Total	108		
Workplace	1	69	52.91	3650.50
	2	39	57.32	2235.50
	Total	108		
Learn and grow	1	69	52.17	3600.00
	2	39	58.62	2286.00
	Total	108		
Potential	1	69	52.50	3622.50
	2	39	58.04	2263.50
	Total	108		
Achievements	1	69	52.07	3592.50
	2	39	58.81	2293.50
	Total	108		
Encourage	1	69	53.61	3699.00
	2	39	56.08	2187.00
	Total	108		
Satisfied	1	69	53.78	3711.00

	2	39	55.77	2175.00
	Total	108		

Source: Various Questionnaires From Respondents.

Table 4 Indicates the male and female ranks among those who agree with employee engagement, but males are less agreeable than that of females. whereas Male and female are correspondingly agreeable when it comes to Praise and Recognition.

Table: 5 Statistic Test Mann-Whitney Z-test Analysis of Employee Engagement.

Test Statistic				
	Mann-Whitney U	Wilcoxon W	Z	Asymp.Sig. (2- tailed)
Job Satisfaction	1110.000	3525.000	-2.000	.045
Motivation	1112.000	3527.000	-1.738	.082
Pay & benefits	1065.00	3480.000	-2.026	.043
Work Culture	1284.500	3699.500	-.422	.659
Communication Recognition	1083.000	3498.000	-1.917	.055
Cordial Relationship	1027.500	3442.500	-2.241	.025
Clean & Safe	1308.500	3723.500	-.260	.795
Recognition Praises	1332.000	3747.000	-.093	.926
Appreciation Reward	1233.000	3648.000	-.772	.440
Career Advancement	1216.500	3631.500	-.906	.365
Pay & benefits	1133.500	3548.500	-1.478	.139
Superior Communication	1228.500	3643.500	-.821	.412
Working Relationship	1290.000	3705.000	-.385	.700
Workplace	1235.500	3650.500	-.771	.441
Learn and grow	1185.000	3600.000	-1.125	.261
Potential	1207.500	3622.500	-.956	.339
Achievements	1177.500	3592.500	-1.171	.242
Encourage	1284.000	3699.000	-.427	.670
Satisfied	1296.000	3711.000	-.344	.731

a. Grouping Variable: Gender

Source: Various Questionnaires from Respondents

The Mann-Whitney U test values and corresponding significant values are much greater than 0.05 in both of the above mentioned attributes. As a result, the null hypothesis is accepted, and so we can conclude that the variation in Employee Engagement’s sum of rank is merely coincidental. The male and female participants’ responses are nearly equal.

V. Finding

- The parameters of job satisfaction and motivation have a drastic impact on respondents.
- Respondents believe that they have a cordial relationship with their superior, which has a significant impact on their communication and acceptance in the organisation.
- The majority of male employees is slightly greater than the proportion of female employees, reflecting that even more female employees would not like to work for a firm. The result is inadequate.
- Respondents conclude that the organization offered a clean and healthy working environment, as well as positive recognition and praise for employees.
- Respondents believe that they have ample opportunities for development.
- Participants believe that they have productive working relationships with their co-workers and enjoy going to work.
- The majority of respondents believe that they are very pleased with their careers.

VI. Recommendation

- Manager should recognise the employee's contribution to the organization's growth.
- Employees should be given appropriate compensation and benefits programmes by the organization.
- New hires should be expected to attend an orientation programme and learn about both the organization's internal and external practises, as well as how to work effectively and efficiently.

VII. Conclusion

Employee Engagement, according to the results, is the growing trend in employees development. It Indicates that employees have a positive attitude towards the organization and its values. Employee Engagement is influenced by factors such as job satisfaction and motivation. Superiors and employees have a cordial relationship. Employee Engagement is a crucial concept for increasing productivity and efficiency. Employees who are optimistic about their jobs are more likely to be inspired and committed to their superiors.

Employee Engagement enhances employee motivation, according to **Dr. Reeves Wesely J et al.(2013)**, which is relevant to our research. This research also indicates that employee engagement has an effect on organization culture. **Dr. Pratima Sarangi et al. (2016)** do not reach the same conclusion in this area. Our Findings, which show that employee engagement has a significant effect on the workplace, are comparable to those of **Dr. B. Saipriya et al. (2020)**. According to some of the respondents, analysing the research results can lead us to the conclusion that current employee engagement is inappropriate. A proper certification structure for new employees is required, Which linked to classification and experience. Besides that, the organization's general environment is very pleasant, and as a result, the organization may impose some concrete measures to address the issue of employee engagement.

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