

# AN ANALYTICAL OVERVIEW : EMPLOYEE ENGAGEMENT

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**Abstract:** Employee engagement is level of involvement and commitment on behalf of an employee's level of participation in their organization and its values. Engaged an employee is aware of business context, and works with Colleagues for the benefit of the organization to improve performance within the job. This is a positive attitude towards the organization and its values held by employees. This research study is an effort to understand how employee engagement is associated with employee job satisfaction and how on employee loyalty leads to better work force and affect its loyalty. The results shown that majority of employees are compliance with the organization which brings maximum involvement of the employees and in turn retaining is not impossible.

**Key words:** job satisfaction, loyalty, performance.

## 1. INTRODUCTION:

Employee engagement apart from called as specialist engagement. Employee energetic association a laborer feels closer to his industry affiliation which lean towards to impact his practices and phases of work in trade associated actions. Allocate engagements moreover melds the approach for the occupation itself if the master feels reasonable fortified the believe and correspondence amongst experts and affiliation; cause of imprisonment of an ace to peer how their own particular avert provides to the general connection execution; the chance of development inside the institution together; and the level of pleasure a laborer has about working or being related with the alliance.

## 2. THEORETICAL BACKGROUND/CONCEPTUAL FRAMEWORK:

Employee commitment is the of obligation and involvement an worker has just before their institution and it can be beliefs in Engagement. Humans employee and specific themselves physically cognitively and expressively for the duration of function performance an engaged worker is awake of trade situation and works with coworkers to strengthen efficiency within the work for the improvement of the business.

## 3. REVIEW OF LITERATURE:

**Alan M.Saks<sup>1</sup> (2006)** Employee engagement has grown to be a hot subject in a latest year between consulting business and in the trendy commercial press. **Arti Awasthi,** **Dr. Balgopal Singh<sup>2</sup>(2017)** This paper pursuits to have an understand of the elemental concept of employee engagement quite a lot of drivers and result engagement mannequin categories of engaged worker. **Bhavan M V<sup>3</sup>: (2016)** In step with Bhavan M V employee and is what me get when an employee is inspired by using job and successful within the job and it must see that it is safely managed by supervision. **Brad Shuck, Karen Wollard<sup>4</sup>: (2010)** First released December 2, 2009 the term worker engagement has gained enormous reputé prior to now twenty years yet it remains inconsistently defined and conceptualized. **Colin Whitston<sup>5</sup>: (2011)** Worker engagement founded considering from 1990 it developing new determination in HR literature it's a multidimensional concept taking in two approach interplay. **Dharmendra Mehta<sup>6</sup> (2013)** Employee Engagement encouraged and Have a tendency to make a contribution extra in term of organization production and support in preserving a greater commitment level main to larger consumer delight. **Dr. Alsaam Amin Hassan Omar<sup>7</sup>: (2015)** Employee engagement is a subject in HR that has gained gigantic attention in the contemporary years. **Geet Klynkr Ro Dr. Mohsin Shikh<sup>8</sup>(2016)** Employee engagement practices a neighborhood at a work position and not only a staff worker engagement is a valuable thought for understanding and bettering man or woman.

**Girivasvaideyanatha Uma Maheshuarit<sup>9</sup>:(2016)** Worker kind the indispensable part of an institution to stay competitive a organization will ought to keep it is workers wholly involved in every factor that is taking place towards their trade effects. **Jyotsna Bhatnagar<sup>10</sup>: (2007)** The skill administration fitting an subject of growing concern in the literature this paper is to scrutinise talent administration and it is connection to phase of worker commitment making use of a combined process of examination design. **Karen Mishra lois Boynton<sup>11</sup>(2014)** More and more organization and their public relation specialists are recognizing the importance of strengthening interior communiqué is primary for building a tradition of transparency between administration.

**Maha Ahmed Zaki Dajani<sup>12</sup>: (2015)** For the period of the earlier two a long time worker engagement became a very standard managerial construct institution use distinct engagement constructing instrument with a view to keep competitive and makes stronger performance. **Maniam kaliannan, Samuel Narh Adjovee<sup>13</sup>: (2015)** Employee engagement as an engine in skill administration pressure dewes it is resilience from the effectiveness of various environment reasons from within and outside an group. **Munish Rachan Agarwal<sup>14</sup> (2017)** Worker engagement proposal and practices amply the be taught like good training and development composition structure best work existence work coverage and lead the management and dimension. **Nitin Vazirani<sup>15</sup>: (2011)** Worker commitment is the equal of dedication and participation an worker has towards their business and it morals. An involved worker is mindful of trade situation and works with co-workers to fortify performance inside the work for the improvement of the group.

**4. RESEARCH GAP:**

Employee engagement had won a lot reputation in latest years. Although there increasing contributor of few empirical research on the proposal of worker engagement.

**5. PROBLEM STATEMENT:**

An effect on non-engagement reset non-productiveness in organizational performance and dilutes the responsibility of manager’s attention on workers notion therefore manager must protect the staff benefits and desires and given the rewards for them avoid worker retention.

**6. OBJECTIVES OF THE STUDY:**

- To understand the employee engagement practices in the organization.
- To analyze the impact of employee engagement & their performance.

**Hypothesis of the study:**

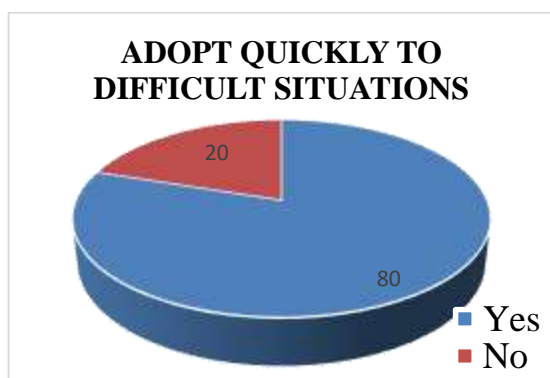
**H<sub>0</sub>:** There is no significant impact on employee performance in relation to employee engagement.

**7. RESEARCH METHODOLOGY:**

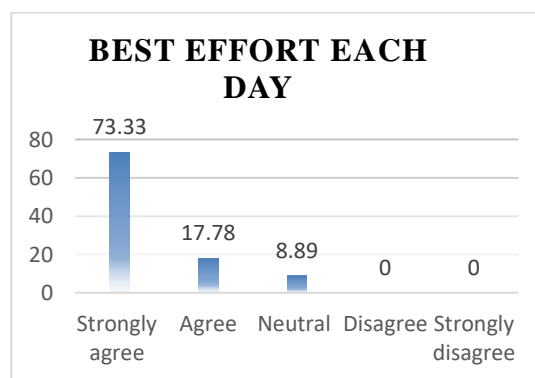
<b>Research design:</b>	The research proposal indicates the type of research method undertake collect the information to study.
<b>Research method:</b>	In this research taken both descriptive and analytical for research design for the study of this research. It generally includes survey and detailed enquiry of the different categories in the organization.
<b>Primary data :</b>	Primary data is collected through giving questioner by personal observation and through survey observation.
<b>Secondary data:</b>	The secondary data consist of data and information
<b>Statistical tool:</b>	Percentage Analysis and Correlation.
<b>Sampling method:</b>	In this method I took random sampling for the study.
<b>Sampling technique:</b>	The technique is simple convenient technique taken for the study.
<b>Sampling size:</b>	For the study the sampling size is 45 taken.
<b>Sampling area:</b>	The research is conducted at HSMC ltd, Mysore.

**8. DATA ANALYSIS & INTERPRETATION**

Analysis and Interpretation of company employees which are collected the information there are two factors that are demographic information and specific information by survey are explain in the form of table and figure.



**Figure 01: Adopt quickly to difficult situations**



**Figure 02: Best effort each day**

In the above figure 01 we can see the adopt quickly to difficult situations is 80% of employees are ready for any difficult situation or tasks.

In the left side figure 02 we can see the best effort each day is 73,33% of employees are puts there effort strongly and remaining workers are just agree.

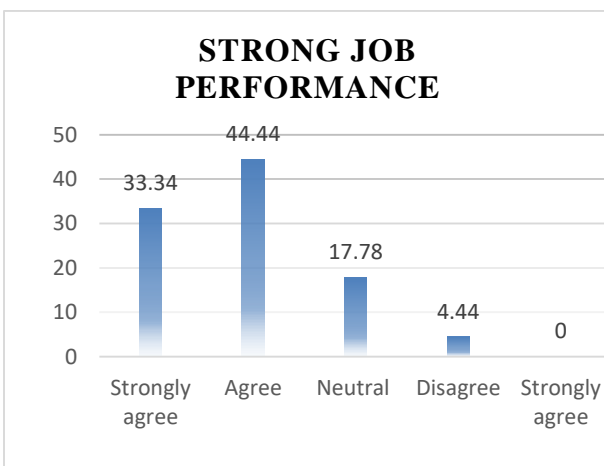
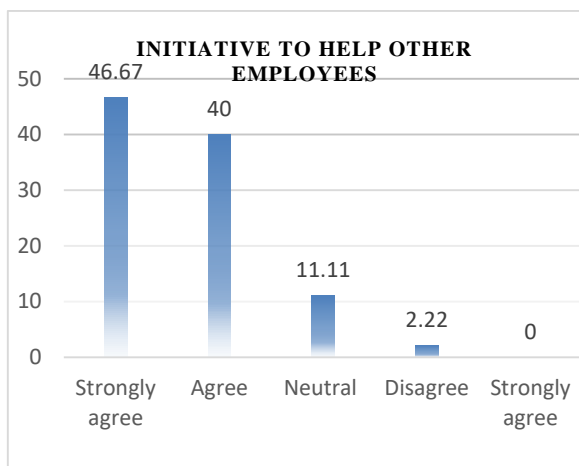


Figure 03: Initiative to help other employees

Figure 04: Shows strong job performance

Statistical tool:

Calculation of Correlation:

X	Y	x <sup>2</sup>	y <sup>2</sup>	x <sub>y</sub>
30	29	900	841	870
10	15	100	225	150
04	1	16	1	4
01	0	1	0	0
00	0	0	0	0
<b>45</b>	<b>45</b>	<b>1017</b>	<b>1067</b>	<b>1024</b>

$$\bar{x} = 45/5 = 9$$

$$\bar{y} = 45/5 = 9$$

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{n(\sum x^2) - (\sum x)^2 \times n(\sum y^2) - (\sum y)^2}}$$

$$= \frac{(5 \times 1024) - (45 \times 45)}{\sqrt{[(5 \times 1017) - (45)^2] [(5 \times 1067) - (45)^2]}}$$

$$= \frac{5120 - 2025}{\sqrt{(5085 - 2025) (5335 - 2025)}}$$

$$= \frac{3095}{\sqrt{(3060) (3310)}}$$

$$= \frac{3095}{\sqrt{10128600}}$$

$$r = 0.9725$$

H<sub>0</sub> is rejected by doing calculation of correlation there will positive answer so here we can see the H<sub>1</sub> is accepted.

### 9. RESULTS & DISCUSSIONS:

- The 80% of employee adopt difficult situations and 20% of employees are not adopted difficult situation, It is clearly majority of above employees are adopted difficult situations in their organization.

- Here 73.33% of employees at best work for strongly agree, 17.78% of employees at best work for agree, 8.89% of employees at best work for neutral, and not disagree in their work. It is clearly shows that mainstream of the Employees best work for the job.
- The employees in company 46.67% of the employees are strongly agreed that initiative helps to other employee, 40% of the employees are agree that initiative of helps to other employees, 11.11% of the employees are neutral, It is clear majority of the employees are more satisfied that initiative helps to other employees in their job in company
- 33.34% of the workers are strongly agree that in strong performance, 44.44% of the workers are agree that organization recognize strong performance, 17.78% of employees are neutral recognizes strong performance, 4.44% of employees are disagree that organization not recognize strong performance, It is clearly shows that majority of employees are recognizes strong job performance in their organization.

## 10. CONCLUSION:

In the organization the majority of the employees has been given strongly agree it shows that the employees and the management have good relationship. It represent the employee engaged the work. It indicates the positive response from the employee. The study of this research the relationship with employees and organization how they engaged at work clearly observed engagement, The primary data collected in the organization about the level of engagement in particular ways. The staff has been helpful to more contribution with together to achieve good result. This industry has manufactured the varieties of springs and export for out of state madras, Maharashtra, Haryana. In this organization has concentrate more to the employees with positive level of obligation level there means this can be important to improve the organization has more effectiveness, efficiency & succeed better in future.

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